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Human resources management

Composition of the Secretariat: gratis personnel, retired staff and consultants and individual contractors

Report of the Secretary-General

Addendum

Summary

The present report is submitted pursuant to the request made by the General Assembly in its resolution 67/255, and in compliance with previous resolutions of the Assembly, including resolutions 51/243, 57/281 B, 57/305, 59/266, 61/244, 63/250 and 65/247 concerning the engagement of consultants, individual contractors, gratis personnel and retired staff.

The report presents a demographic analysis of the engagement of gratis personnel (4,531), retired staff (3,051) and consultants and individual contractors (40,655) during the biennium 2012-2013.

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ASG	Assistant Secretary-General
BINUCA	United Nations Integrated Peacebuilding Office in the Central African Republic
BNUB	United Nations Office in Burundi
CNMC	Cameroon-Nigeria Mixed Commission
CTED	Counter-Terrorism Committee Executive Directorate
D	Director level 1 and 2
DESA	Department of Economic and Social Affairs
DFS	Department of Field Support
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
ETHICS	Ethics Office
FS	Field Service
G+	General Service and related categories
ICTR	International Criminal Tribunal for Rwanda
ICTY	International Tribunal for the Former Yugoslavia
IMIS	Integrated Management Information System
INTERORG	Inter-organizational bodies, including the secretariat of the Joint Inspection Unit
LT	Language Teacher
MINURSO	United Nations Mission for the Referendum in Western Sahara

MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
NPO	National Professional Officer
OAJ	Office of Administration of Justice
OCHA	Office for the Coordination of Humanitarian Affairs
ODA	Office for Disarmament Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OSAA	Office of the Special Adviser on Africa
OSESSS	Office of the Special Envoy for the Sudan and South Sudan
OSRSGCAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
P	Professional category
P+	Professional and higher categories
ROL	Rule of Law Unit
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNDAC	United Nations Disaster Assessment and Coordination Team
UNDOF	United Nations Disengagement Observer Force
UNEP	United Nations Environment Programme
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNFIP	United Nations Fund for International Partnerships
UN-Habitat	United Nations Human Settlements Programme

UNICRI	United Nations Interregional Crime and Justice Research Institute
UNIFIL	United Nations Interim Force in Lebanon
UNIOGBIS	United Nations Integrated Peacebuilding Office in Guinea-Bissau
UNIPSIL	United Nations Integrated Peacebuilding Office in Sierra Leone
UNISFA	United Nations Interim Security Force for Abyei
UNLB	United Nations Logistics Base in Brindisi, Italy
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMIL	United Nations Mission in Liberia
UNMISS	United Nations Mission in South Sudan
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNOAU	United Nations Office to the African Union
UNOCA	United Nations Regional Office for Central Africa
UNOCI	United Nations Operation in Côte d'Ivoire
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNOMS	Office of the United Nations Ombudsman and Mediation Services
UNON	United Nations Office at Nairobi
UNOSDP	United Nations Office on Sport for Development and Peace
UNOV	United Nations Office at Vienna
UNOWA	United Nations Office for West Africa
UNPOS	United Nations Political Office for Somalia
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process
UNSCOL	United Nations Special Coordinator for Emergency Relief Operations in Liberia
UNSMIL	United Nations Support Mission in Libya
UNSOA	United Nations Support Office for the African Union Mission in Somalia
UNSOM	United Nations Assistance Mission in Somalia
UNTSO	United Nations Truce Supervision Organization
USG	Under-Secretary-General

I. Introduction

1. The present biennial report, which is an addendum to the annual report of the Secretary-General on the composition of the Secretariat, is submitted pursuant to General Assembly resolutions 57/305, 59/266, 61/244, 63/250, 65/247 and 67/255, concerning human resources management. The report provides demographic analysis on the engagement[1] of gratis personnel and the employment of retired staff, consultants and individual contractors from 1 January 2012 to 31 December 2013.

2. Table 1 provides an overview of the structure of the report by section, including demographic variables.

Table 1
Overview: report on gratis personnel, retired staff, consultants and individual contractors

Section	*Demographic variable*	*1 January 2012-31 December 2013 summary*
II. Gratis personnel	A. Population	• 4,531 engagements of United Nations type I gratis personnel (interns, associate experts and technical cooperation experts) and type II (OCHA-administered personnel under the Standby Partnerships Programme) (table 2)
		• 141 Member States represented (para. 5)
	B. Entity	• Type I: 68 per cent of type I gratis personnel work in 10 entities (table 4)
		• Type I: 35 entities engaged type I gratis personnel (para. 7)
		• Type II: 97 per cent of type II gratis personnel were engaged by OCHA (table 4)
	C. Gender	• Type I: 67 per cent female — No. of engagements (para. 8)
		• Type II: 34 per cent female — No. of engagements (para. 8)
	D. Average length of service	• Type I: 173 days worked (para. 9)
		• Type II: 175 days worked (figure II)

[1] In general, data are presented in terms of the number of engagements supported by the number of people employed in selected tables. These two figures may not be exactly the same in each instance, as one person may be engaged more than once. In addition, in certain tables that break down the number of people by various demographic variables, the subtotal of people may be higher than the total figure because a person can be classified under more than one variable, for example, in the case of a person who has been engaged by two or more entities during the reporting period.

Section	*Demographic variable*	*1 January 2012-31 December 2013 summary*
III. Retired staff	A. Population	• 3,051 engagements of retirees, non-retired former staff members and staff retained beyond the mandatory age of separation (table 5)
		• 116 Member States represented (para. 14)
	B. Entity	Entity with largest number of engagements:
		• Retirees: UNOG: 472 (table 7)
		• Non-retired former staff members: UNOG: 57 (table 8)
		• Staff retained beyond the mandatory age of retirement: field operations: 169 (table 9)
	C. Category	Category with largest number of engagements (table 12):
		• Retirees: consultants and individual contractors: 983 engagements
		• Non-retired former staff members: consultants and individual contractors: 209 engagements
		• Staff retained beyond the mandatory age of retirement: D and P+: 170 engagements
	D. Gender	Number of engagements: percentage female (table 14):
		• Retirees: 44.4 per cent
		• Non-retired former staff members: 42.6 per cent
		• Staff beyond the mandatory age of separation: 18.9 per cent
	E. Age	• Average age of retirees: 65 (para. 21)
		• Average age of non-retired former staff members: 67 (para. 21)
		• Average age of staff retained beyond retirement age: 62 (para. 21)
IV. Consultants and individual contractors	A. Population	• 40,655 engagements of consultants and individual contractors (para. 23)
		• Non-field operations: 19,315 (table 18)
		• Field operations: 21,340 (table 19)
		Member States represented:
		• Non-field operations: 178 (para. 24)
		• Field operations: 88 (para. 24)

Section	*Demographic variable*	*1 January 2012-31 December 2013 summary*
	B. Entity	Entity with largest number of engagements: • Non-field operations: UNEP: 2,882 (table 21) • Field operations: UNAMID: 7,128 (table 22) Purpose of engagement: • Non-field operations: administrative services: 51.6 per cent (table 24)
	C. Gender	Persons engaged: percentage female: • Non-field operations: 40 per cent (table 25) • Field operations: 20 per cent (table 25)
	D. Appointment	• Consultants: 3.5 per cent retirees (table 26) • Individual contractors: 6.7 per cent retirees (table 26)
	E. Length of engagement	• Most frequent length of engagement: • Consultants: 1 to 3 months (5,564 engagements) (figure III) • Individual contractors: 1 to 3 months (3,116 engagements) (figure III)

II. Gratis personnel

A. Population

3. The present section includes an analysis of gratis personnel engaged by the United Nations Secretariat during the biennium 2012-2013.[2] Gratis personnel are personnel seconded to the United Nations by Governments or other entities at no cost to the Organization. Type I gratis personnel consist of interns, associate experts[3] and technical cooperation experts on non-reimbursable loans.[4] Type II gratis personnel are provided to the Organization by Governments or other entities responsible for the remuneration of their services. Such personnel do not serve under any other established regime. They may be accepted for two purposes and on an exceptional basis only: (a) to provide expertise not available within the

[2] Data obtained directly from the Departments engaging gratis personnel.

[3] The category of associate experts is explained in document A/51/688 and Corr.1. Such experts are staff members at the Junior Professional Officer level, subject to the provisions of the Charter of the United Nations and the Staff Regulations of the United Nations and Staff Rules.

[4] The category of technical cooperation experts on non-reimbursable loan is explained in document A/51/688 and Corr.1, in which such experts are defined as individuals whose services are accepted on a non-reimbursable-loan basis from Governments to assist in the execution of the technical cooperation programmes of the United Nations.

Organization for very specialized functions; or (b) to provide temporary and urgent assistance in the case of new and/or expanded mandates of the Organization.[5]

4. The information for type I and type II gratis personnel, as shown in table 2, includes all engagements during the reporting period. The total number of individual gratis personnel employed during the biennium 2012-2013 was 4,426 (3,929 interns, 351 associate experts, 58 technical cooperation experts and 88 type II personnel). This number is less than the cumulative number of engagements of gratis personnel (4,531), as one individual may have had several engagements of different types in one or more departments and offices.

5. Nationals from a total of 141 Member States served as gratis personnel during the biennium 2012-2013. For a more detailed breakdown of gratis personnel by nationality, see annex I, table 1.A (for type I), and annex I, table 2.A (for type II).

Table 2
Engagement of gratis personnel: 2012-2013

(Population: 4,531 engagements)

Gratis personnel	*Total*	*Percentage of all*
Intern	4 018	88.7
Associate expert	353	7.8
Technical cooperation expert	58	1.3
Type II	102	2.2
Total	**4 531**	**100.0**

Note: The total number of individuals engaged was 4,426. Some individuals had several engagements of different types with one or more departments and offices.

6. Table 3 shows the trend for gratis personnel during the past three bienniums. It indicates that the number of type I gratis personnel engagements during the biennium 2012-2013 declined 8 per cent compared with the previous biennium. As shown in annex I, table 1.B, of the present report and the previous biennial report (A/67/329/Add.1), 15 entities experienced an increase in the number of type I gratis personnel engagements and 23 other entities experienced a decrease.

Table 3
Engagement of gratis personnel during the past three bienniums

		2008-2009	*2010-2011*	*2012-2013*
Type I gratis personnel				
Number of engagements	Interns	4 438	4 422	4 018
	Associate experts	368	364	353
	Technical cooperation experts	44	54	58
	Total	**4 850**	**4 840**	**4 429**

[5] See ST/AI/1999/6, para. 2.1 (b).

		2008-2009	2010-2011	2012-2013
Number of Member States	Interns	147	144	139
	Associate experts	33	33	27
	Technical cooperation experts	11	14	16
	Total	**149**	**145**	**141**
Number of departments	Interns	37	36	32
	Associate experts	25	26	26
	Technical cooperation experts	9	9	10
	Total	**38**	**40**	**35**
Type II gratis personnel				
Number of engagements		129	102	102
Number of Member States		14	27	33
Average duration of service (days)		172	146	175

B. Entity

7. A total of 35 receiving entities engaged type I gratis personnel during the biennium 2012-2013, but almost all type II personnel were engaged by OCHA. Table 4 shows the largest users of gratis personnel by entity. For a more detailed breakdown of type I gratis personnel by entity, see annex I, table 1.B.

Table 4
Engagement of gratis personnel, by entity: 2012-2013 (10 largest entities by number of engagements)

(Population: 4,531 engagements)

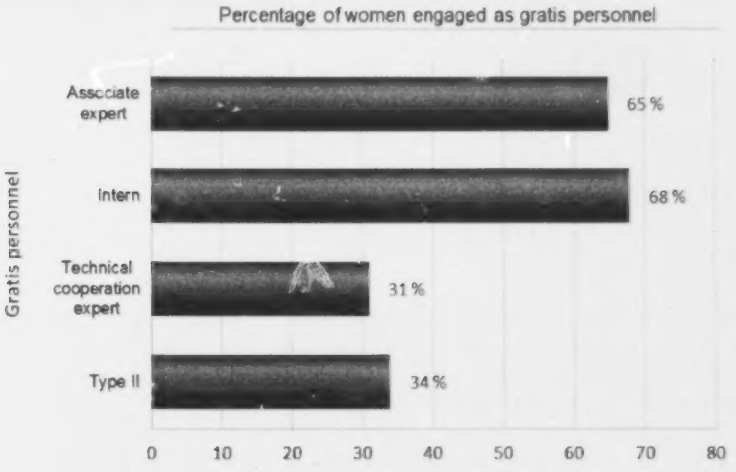
	Type I					
Entity	*No. of interns*	*No. of associate experts*	*No. of technical cooperation experts*	*Type II*	*Total No. of engagements*	*Percentage of all engagements*
ICTY	619				619	13.7
DESA	489	14	6		509	11.2
OHCHR	257	46			303	6.7
ICTR	295				295	6.5
UNODC	254	31	8		293	6.5
DM	249	24	6		279	6.2
OCHA	114	52		99	265	5.8
ECLAC	228	1			229	5.1
ESCAP	149	1	13		163	3.6
UNOV	116	7	11		134	3.0
Other	1 248	177	14	3	1 442	31.7
Total	**4 018**	**353**	**58**	**102**	**4 531**	**100.0**

C. Gender

8. During the biennium 2012-2013, 66 per cent of all gratis personnel engaged (both type I and type II) were female. Female personnel made up 67 per cent of type I engagements, while 34 per cent of those engaged under type II arrangements were female. Figure I illustrates the gender breakdown by each group of gratis personnel. For a more detailed breakdown of the gender of gratis personnel, see annex I, tables 1.A, 1.B and 2.A.

Figure I
Engagement of gratis personnel, by gender: 2012-2013

(Population: 4,531 engagements)



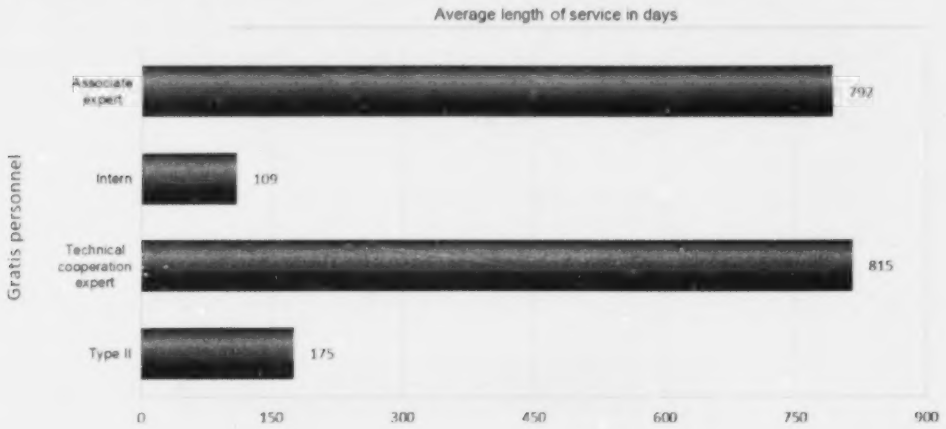
D. Length of service

9. Figure II illustrates the average length of service by number of days employed during the biennium 2012-2013 for each group of gratis personnel. The average length of service for type I gratis personnel was 173 days, and that for type II was 175 days.

Figure II

Engagement of gratis personnel by average length of service, in days: 2012-2013

(Population: 4,531 engagements)



III. Retired staff

A. Population

10. There were three different populations of retired staff members[6] employed by the United Nations Secretariat during the biennium 2012-2013: retirees, non-retired former staff members and staff retained beyond the mandatory age of retirement. Additional details on retirees can be found in annex II, tables 1.A, 1.B, 1.C, 1.D and 2.A. Further information on non-retired former staff members is provided in annex II, table 3.A. Further information on staff members retained beyond the mandatory age of retirement is provided in annex II, table 3.B.

11. A retiree, as defined in the report of the Secretary-General of 20 October 1998 (A/53/526), refers to "a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund". As shown in table 5, on the basis of that description, there were 2,630 engagements of retirees during the biennium 2012-2013, including a total of 1,133 persons who met the definition of retirees who were working in the Secretariat during that period.

12. The population of non-retired former staff members comprises former staff members who are of the normal retirement age or older (in previous reports, this was 60 years of age or older), who previously opted for a withdrawal settlement and were re-employed for six months or more during the reporting period. In accordance with article 31 of the regulations of the United Nations Joint Staff Pension Fund, a withdrawal settlement is payable to participants in the Pension Fund whose age on separation is less than the normal retirement age, or in the event that the participants are of the normal retirement age or older on separation but are not entitled to a

[6] Data include only staff members administered in IMIS.

retirement benefit. During the biennium 2012-2013, there were 73 staff members meeting that description, working on a total of 209 engagements.

13. The third population includes staff retained in service beyond the mandatory age of retirement. Administrative instruction ST/AI/2003/8 and Amend.1 and Amend.2 sets out the criteria governing the retention of staff beyond the mandatory age of separation, including when: (a) it has not been possible to identify a qualified candidate to discharge the functions of the post in a timely manner; and (b) retention of the staff member is in the interest of the Organization owing to the exigencies of the service concerned. Accordingly, 95 staff members retained beyond the mandatory age of retirement worked during the biennium 2012-2013 on a total of 212 engagements.

14. Staff members in the three populations reported on herein came from 116 Member States. Retirees employed during the reporting period were from 113 Member States, while non-retired former staff members came from 26 Member States. Staff retained beyond the mandatory retirement age were from 47 Member States.

Table 5

Number of engagements and persons engaged: retirees, non-retired former staff members and staff retained beyond retirement age: 2012-2013

(Population: 3,051 engagements)

Population	*Number of engagements*	*Number of persons engaged*	*Number of days worked*
Retirees	2 630	1 133	166 990
Non-retired former staff	209	73	17 233
Staff members retained beyond retirement age	212	95	24 726
Total	**3 051**	**1 290**	**208 949**

15. Table 6 shows the trend regarding the engagement of retired staff during the past three bienniums. The table shows that there has been a downward trend in the number of days worked during the past three bienniums.

Table 6

Number of engagements and number of retirees engaged during the last three bienniums

Retired staff		*2008-2009*	*2010-2011*	*2012-2013*
Number of persons	Retirees	1 035	825	1 133
	Non-retired former staff	119	225	73
	Staff members retained beyond retirement age	252	108	95
Total		**1 402**	**1 120**	**1 290**

Retired staff		*2008-2009*	*2010-2011*	*2012-2013*
Number of engagements	Retirees	3 163	2 361	2 630
	Non-retired former staff	165	605	209
	Staff members retained beyond retirement age	456	224	212
Total		**3 784**	**3 187**	**3 051**
Number of Member States represented	Retirees	102	83	113
	Non-retired former staff	57	65	26
	Staff members retained beyond retirement age	68	53	47
Total		**115**	**103**	**116**
Number of departments	Retirees	36	39	37
	Non-retired former staff	29	26	25
	Staff members retained beyond retirement age	29	11	11
Total		**37**	**41**	**38**
Number of days worked	Retirees	189 624	132 338	166 990
	Non-retired former staff	61 179	84 062	17 233
	Staff members retained beyond retirement age	58 645	22 156	24 726
Total		**309 448**	**238 556**	**208 949**

B. Entity

16. During the biennium 2012-2013, retirees worked for 37 entities, non-retired former staff members were employed by 25 entities, and 11 entities employed staff members who were retained beyond the mandatory age of separation. Additional information on retirees by entity is available in annex II, table 1.A; additional information on non-retired former staff members by entity is available in annex II, table 3.A.; and additional information on staff retained beyond the mandatory age of separation is available in annex II, table 3.B.

Table 7
Engagement of retirees, by entity: 2012-2013

(Population: 2,630 engagements)

	Number of engagements			*Number of persons engaged*			*Number of days worked*
Entity	*Female*	*Male*	*Total*	*Female*	*Male*	*Total*	
UNOG	176	296	472	66	86	152	25 320
DGACM	244	225	469	112	111	223	25 842

Entity	Number of engagements			Number of persons engaged			Number of days worked
	Female	Male	Total	Female	Male	Total	
Field operations	72	149	221	44	95	139	32 978
DM	127	59	186	60	32	92	10 959
ECLAC	94	69	163	34	31	65	8 481
DESA	70	73	143	29	37	66	6 785
ECA	33	94	127	17	41	58	7 060
UNOV	48	66	114	17	25	42	5 368
UNEP	36	56	92	21	23	44	4 268
OCHA	48	25	73	21	13	34	4 944
Other	220	350	570	107	184	291	34 985
Total	**1 168**	**1 462**	**2 630**	**498**	**635**	**1 133**	**166 990**

Table 8
Engagement of non-retired former staff members, by entity: 2012-2013

(Population: 209 engagements)

Entity	Number of engagements			Number of persons engaged			Number of days worked
	Female	Male	Total	Female	Male	Total	
UNOG	31	26	57	8	8	16	3 573
DGACM	21	9	30	6	5	11	1 768
ECLAC	4	20	24	1	6	7	1 426
UNEP	2	13	15	2	5	7	1 645
DESA	8	6	14	3	2	5	1 042
DM	3	3	6	2	3	5	1 678
Field operations	2	2	4	2	2	4	1 278
DFS	2	2	4	1	2	3	488
OIOS		5	5		3	3	532
Other	16	34	50	5	15	20	3 803
Total	**89**	**120**	**209**	**28**	**45**	**73**	**17 233**

Table 9
Staff retained beyond the mandatory retirement age, by entity: 2012-2013

(Population: 212 engagements)

Entity	Number of engagements			Number of persons engaged			Number of days worked
	Female	Male	Total	Female	Male	Total	
Field operations	28	141	169	12	61	73	17 329
ICTR	4	14	18	1	6	7	2 936
DM	4	5	9	4	4	8	1 723

Entity	Number of engagements			Number of persons engaged			Number of days worked
	Female	Male	Total	Female	Male	Total	
DFS		3	3		1	1	181
UNFIP		3	3		1	1	728
UNICRI		3	3		1	1	637
DESA	2		2	1		1	374
OCHA		2	2		1	1	151
DGACM	1		1	1		1	29
DPA		1	1		1	1	333
UNODC	1		1	1		1	305
Total	**40**	**172**	**212**	**20**	**75**	**95**	**24 726**

1. Functions and number of days worked by retirees

17. Table 10 includes information on the number of engagements and the number of retirees engaged during the reporting period by function. Further details on the functions performed by retirees are included in annex II, table 1.B.

Table 10
Engagement of retirees by function: 2012-2013

(Population: 2,630 engagements)

Functions	Number of engagements			Number of persons engaged			Number of days worked
	Female	Male	Total	Female	Male	Total	
Language-related services	290	603	893	105	200	305	45 596
Political, economic, social, environmental, humanitarian, advisory and technical assistance services	26	81	107	19	49	68	6 374
Administrative services	417	322	739	194	167	361	47 445
Other services	435	456	891	205	233	438	67 575
Total	**1 168**	**1 462**	**2 630**	**498**	**635**	**1 133**	**166 990**

2. Retirees with accrued service exceeding two years

18. Table 11 provides details on one retiree who accrued more than two years of service during a period that included the biennium 2012-2013. The total number of days worked by that individual during the biennium 2012-2013 was 696.

Table 11
Retirees employed for an accrued service period exceeding two years: 2012-2013

Entity	*Functional title*	*Gender*	*Category level*
Field operations	Transportation Assistant	Male	FS-4

C. Category

19. Table 12 provides a breakdown of the number of engagements and the number of persons engaged in six different categories.

Table 12
Number of engagements and persons engaged, by category: 2012-2013

(Population: 3,051 engagements)

	Number of engagements				*Number of persons engaged*			
	Retirees	*Non-retired former staff*	*Staff members retained beyond retirement age*	*Total*	*Retirees*	*Non-retired former staff*	*Staff members retained beyond retirement age*	*Total*
USG and ASG	32	3		35	15	3		18
D and P+	268	11	170	449	144	9	69	222
FS	118	1	33	152	80	1	19	100
G+	651	16	9	676	265	6	7	278
Language-related	578	58		636	250	21		271
Consultants and independent contractors	983	120		1 103	451	36		487
Total	**2 630**	**209**	**212**	**3 051**	**1 133**	**73**	**95**	**1 290**

Retirees employed in decision-making positions

20. For the purposes of the present report, decision-making positions are defined as being at the D-1 level and above. During the biennium 2012-2013, there were 43 retirees employed in decision-making positions. Further information on this subgroup of retirees is available in annex II, table 2.A.

Table 13
Number of retirees in decision-making positions: 2012-2013

(Population: 43 persons)

	Number of staff				
Entity	*USG*	*ASG*	*D-2*	*D-1*	*Total*
CTED				1	1
DESA			1	3	4
DGACM	1		1		2

Entity	Number of staff				
	USG	ASG	D-2	D-1	Total
DM	1	1		2	4
DPA	1				1
DSS	1				1
ECA				1	1
ECLAC				2	2
EOSG	2			1	3
Field operations	1	7		7	15
OCHA				1	1
OSAA			1		1
UNCTAD			1		1
UNEP		1	1		1
UN-Habitat				3	3
UNODC				1	1
UNOG	2		1		3
Total	**8**	**9**	**6**	**22**	**43**

D. Gender

Table 14
Number of engagements and persons engaged, by gender: 2012-2013

(Population: 3,051 engagements)

	Number of engagements			Number of engagements (percentage)		Number of persons engaged			Number of persons engaged (percentage)	
	Female	Male	Total	Female	Male	Female	Male	Total	Female	Male
Retirees	1 168	1 462	2 630	44.4	55.6	498	635	1 133	44.0	56.0
Non-retired former staff members	89	120	209	42.6	57.4	28	45	73	38.4	61.6
Staff members retained beyond the mandatory retirement age	40	172	212	18.9	81.1	20	75	95	21.1	78.9
Total	**1 297**	**1 754**	**3 051**	**42.5**	**57.5**	**542**	**748**	**1 290**	**42.0**	**58.0**

E. Age

21. The average age[7] of retirees engaged during the reporting period was 65, while the average age for non-retired former staff members engaged was 67. Staff retained beyond the mandatory retirement age were of an average age of 62. The following three tables (15, 16 and 17) provide a breakdown of each population by age.

[7] The age of the person at the beginning of the engagement was used in order to calculate the average age in each population.

Table 15
Retirees, by age: 2012-2013

(Population: 2,630 engagements)

	Number of engagements			*Number of persons engaged*		
Age group	*Female*	*Male*	*Total*	*Female*	*Male*	*Total*
55 to under 60	48	131	179	33	68	101
60 to under 65	607	661	1 268	305	322	627
65 to under 70	361	411	772	157	192	349
70 to under 75	101	178	279	39	79	118
75 to under 80	43	56	99	17	32	49
80 and over	8	25	33	2	6	8
Total	**1 168**	**1 462**	**2 630**	**498**	**635**	**1 133**

Table 16
Non-retired former staff members employed, by age: 2012-2013

(Population: 209 engagements)

	Number of engagements			*Number of persons engaged*		
Age group	*Female*	*Male*	*Total*	*Female*	*Male*	*Total*
60 to under 65	26	47	73	14	18	32
65 to under 70	51	37	88	13	19	32
70 to under 75	7	34	41	3	11	14
75 to under 80	5	2	7	1	2	3
Total	**89**	**120**	**209**	**28**	**45**	**73**

Table 17
Staff retained beyond the mandatory age of separation, by age: 2012-2013

(Population: 212 engagements)

	Number of engagements			*Number of persons engaged*		
Age group	*Female*	*Male*	*Total*	*Female*	*Male*	*Total*
60 to under 65	40	172	212	20	75	95
Total	**40**	**172**	**212**	**20**	**75**	**95**

IV. Consultants and individual contractors

A. Population

22. The present section contains an analysis of the use of consultants and individual contractors[8] during the biennium 2012-2013.[9] The data contained in annex III, tables 1.A, 1.B, 2.A, 2.B and 2.C, provide further information on the engagement of consultants and individual contractors in non-field operations on contract during the reporting period. Annex III, tables 3.A and 3.B, provides further information on UNDAC engagements. Annex III, tables 4.A and 4.B, includes additional details on the number of engagements of locally recruited consultants and individual contractors at field operations, and annex III, table 5, provides detailed information on institutional contractors.[10]

23. The total number of engagements of consultants and individual contractors is 40,655. There were 19,315 different engagements of consultants and individual contractors recruited by non-field operations entities, 12,465 for consultants and 6,850 for individual contractors (see table 18). With regard to field operations, 21,340 engagements were recorded during the biennium 2012-2013, 534 for consultants and 20,806 for individual contractors. In terms of the number of persons, a total of 10,410 individuals were engaged as consultants or individual contractors at non-field operations during the reporting period, and a total of 20,514 persons were locally recruited as consultants or individual contractors at field operations (see table 19).

24. Consultants and individual contractors employed at non-field operations during the biennium 2012-2013 were from 178 Member States; consultants came from 177 Member States, and individual contractors came from 141 Member States. Consultants and individual contractors employed at field operations during the biennium 2012-2013 were from 88 Member States; consultants came from 58 Member States, and individual contractors came from 71 Member States.

Table 18
Consultants and individual contractors at non-field operations, by number of engagements and number of persons engaged: 2012-2013

(Population: 19,315 engagements)

	Number of persons engaged			*Number of engagements*	*Number of days worked*
	Female	*Male*	*Total*		
Consultants					
Retirees	76	199	275	484	18 791

[8] See ST/AI/2013/4 for definitions of "consultant" and "individual contractor".

[9] Data for consultants and individual contractors for non-field entities have been gathered from IMIS. Data for consultants and individual contractors for field entities have been provided by the relevant entities.

[10] With regard to institutional contractors, ST/AI/327 provides that the temporary services of individuals required by the Organization from time to time may be obtained by their engagement under a contract entered into directly with an institution or a corporation with which they are affiliated. The functions to be performed by the contractor and a time schedule for the execution of the project are to be specified in the contract.

	Number of persons engaged			Number of engagements	Number of days worked
	Female	Male	Total		
Others	2 734	4 949	7 683	11 981	803 166
Subtotal	**2 810**	**5 148**	**7 958**	**12 465**	**821 957**
Individual contractors					
Retirees	95	96	191	499	22 599
Others	1 469	1 178	2 647	6 351	323 208
Subtotal	**1 564**	**1 274**	**2 838**	**6 850**	**345 807**
Total	**4 182**	**6 228**	**10 410**	**19 315**	**1 167 764**

Table 19
Engagement of locally recruited consultants and individual contractors at field operations: 2012-2013

(Population: 21,340 engagements)

	Number of persons engaged			Number of engagements
Consultant type	Female	Male	Total	
Consultant	83	199	282	534
Individual contractor	3 933	16 299	20 232	20 806
Total	**4 016**	**16 498**	**20 514**	**21 340**

25. Table 20 shows the trend for consultants and individual contractors at non-field operations during the past three bienniums. It shows that the number of days worked during the biennium 2012-2013 increased 17 per cent compared with the previous biennium. As shown in annex III, table 2.A, of the present report and the previous biennial report (A/67/329/Add.1), 19 entities experienced an increase in the number of days worked by consultants and individual contractors at non-field operations, while 20 entities experienced a decrease.

Table 20
Engagement of consultants and individual contractors at non-field operations during the past three bienniums

Consultants and individual contractors		2008-2009	2010-2011	2012-2013
Number of persons	Consultants	7 441	7 142	7 958
	Individual contractors	2 968	2 844	2 838
Total		**10 409**	**9 660**	**10 410**
Number of engagements	Consultants	11 643	10 664	12 465
	Individual contractors	7 108	6 954	6 850
Total		**18 751**	**17 618**	**19 315**

Consultants and individual contractors		*2008-2009*	*2010-2011*	*2012-2013*
Number of Member States represented	Consultants	179	176	177
	Individual contractors	140	136	141
Total		**181**	**180**	**178**
Number of departments	Consultants	35	41	38
	Individual contractors	32	40	35
Total		**36**	**42**	**39**
Number of days worked	Consultants	1 175 810	673 713	821 957
	Individual contractors	410 061	320 254	345 807
Total		**1 585 871**	**993 967**	**1 167 764**

B. Entity

26. Details on the number of engagements of consultants and individual contractors at non-field operations for the 12 entities with the highest number of persons are shown in table 21. Further details are provided in annex III, table 2.A. The 12 field operations with the highest number of engagements are shown in table 22, and additional information is provided in annex III, table 4.A. Table 23 provides information on occupational groups, for which there were more than 200 engagements at non-field operations during the reporting period. Additional information is provided in annex III, table 1.B. Table 24 provides further information on the purposes of engagements at non-field operations.

Table 21
Engagement of consultants and individual contractors at non-field operations: 2012-2013 (12 entities with the largest number of engagements)

(Population: 19,315 engagements)

Entity	*Number of engagements: consultants*	*Engagements (percentage)*	*Number of engagements: individual contractors*	*Engagements (percentage)*	*Total number of engagements*	*Total number of engagements (percentage)*
UNEP	2 489	20.0	393	5.7	2 882	14.9
ECA	973	7.8	1 475	21.5	2 448	12.7
ECLAC	1 148	9.2	1 091	15.9	2 239	11.6
UN-Habitat	1 635	13.1	87	1.3	1 722	8.9
UNOG	326	2.6	1 143	16.7	1 469	7.6
UNCTAD	977	7.8	325	4.7	1 302	6.7
ESCAP	658	5.3	221	3.2	879	4.6
DESA	692	5.6	180	2.6	872	4.5
ESCWA	343	2.8	402	5.9	745	3.9
DM	357	2.9	267	3.9	624	3.2

Entity	*Number of engagements: consultants*	*Engagements (percentage)*	*Number of engagements: individual contractors*	*Engagements (percentage)*	*Total number of engagements*	*Total number of engagements (percentage)*
OCHA	443	3.6	146	2.1	589	3.0
UNODC	476	3.8	111	1.6	587	3.0
Other	1 948	15.5	1 009	14.9	2 957	15.4
Total	**12 465**	**100.0**	**6 850**	**100.0**	**19 315**	**100.0**

Table 22

Engagement of locally recruited consultants and individual contractors at field operations: 2012-2013 (12 entities with the largest number of engagements)

(Population: 21,340 engagements)

Entity	*Number of engagements: consultants*	*Engagements (percentage)*	*Number of engagements: individual contractors*	*Engagements (percentage)*	*Total number of engagements*	*Total number of engagements (percentage)*
UNAMID	15	2.8	7 113	34.2	7 128	33.4
UNMISS			5 340	25.7	5 340	25.0
MONUSCO			3 158	15.2	3 158	14.8
MINUSTAH	17	3.2	1 549	7.4	1 566	7.3
UNISFA	4	0.7	773	3.7	777	3.6
UNOCI			705	3.4	705	3.3
UNMIL	3	0.6	503	2.4	506	2.4
UNLB	150	28.1	122	0.6	272	1.3
MINUSMA	1	0.2	242	1.2	243	1.1
UNSOA	68	12.7	140	0.7	208	1.0
UNIFIL	1	0.2	187	0.9	188	0.9
BNUB	77	14.4	80	0.4	157	0.7
Other	198	37.1	894	4.2	1 092	5.2
Total	**534**	**100.0**	**20 806**	**100.0**	**21 340**	**100.0**

Table 23

Engagement of consultants and individual contractors at non-field operations, by occupational group: 2012-2013 (occupational groups with more than 200 engagements)

(Population: 19,315 engagements)

Occupational group	*Number of engagements: consultants*	*Engagements (percentage)*	*Number of engagements: individual contractors*	*Engagements (percentage)*	*Total number of engagements*	*Total number of engagements (percentage)*
Administrative specialists	2 524	20.2	863	12.6	3 387	17.5
Administration-related	1 073	8.6	1 336	19.5	2 409	12.5
Writers, translators, interpreters	380	3.0	1 566	22.9	1 946	10.1
Professional, managerial and technical work	1 648	13.2	110	1.6	1 758	9.1
Social scientists	1 431	11.5	201	2.9	1 632	8.4
Economists	1 488	11.9	115	1.7	1 603	8.3
Environmental specialists	1 028	8.2	85	1.2	1 113	5.8
Support work related to professional, managerial and technical occupations	595	4.8	212	3.1	807	4.2
Writing, translation and interpretation-related	237	1.9	546	8.0	783	4.1
Education specialists	51	0.4	571	8.3	622	3.2
Unspecified	336	2.7	55	0.8	391	2.0
Dental, nutrition, medical, nursing and veterinary specialists	231	1.9	49	0.7	280	1.4
Jurists	187	1.5	20	0.3	207	1.1
Social sciences-related	115	0.9	86	1.3	201	1.0
Other	1 141	9.3	1 035	15.1	2 176	11.3
Total	**12 465**	**100.0**	**6 850**	**100.0**	**19 315**	**100.0**

Table 24

Engagement of consultants and individual contractors at non-field operations, by purpose of engagement: 2012-2013

(Population: 19,315 engagements)

Purpose	*Number of engagements: consultants*	*Engagements (percentage)*	*Number of engagements: individual contractors*	*Engagements (percentage)*	*Total number of engagements*	*Total number of engagements (percentage)*
Administrative services	4 718	37.8	5 243	76.5	9 961	51.6
Advisory services	892	7.2	40	0.6	932	4.8
Drafting of manuscripts	390	3.1	135	2.0	525	2.7
Lectures, training courses	890	7.1	566	8.3	1 456	7.5

Purpose	*Number of engagements consultants*	*Engagements (percentage)*	*Number of engagements individual contractors*	*Engagements (percentage)*	*Total number of engagements*	*Total number of engagements (percentage)*
Preparation for meetings	211	1.7	245	3.6	456	2.4
Programme evaluation	350	2.8	15	0.2	365	1.9
Programme implementation	3 160	25.4	454	6.6	3 614	18.7
Programme planning	573	4.6	60	0.9	633	3.3
Special analytical studies	1 281	10.3	92	1.3	1 373	7.1
Total	**12 465**	**100.0**	**6 850**	**100.0**	**19 315**	**100.0**

C. Gender

27. Table 25 provides a gender breakdown by category for persons engaged as consultants and individual contractors at field and non-field operations.

Table 25
Number of consultants and individual contractors at field and non-field operations, by gender: 2012-2013

Population		*Female total (percentage)*	*Male total (percentage)*	*Female total persons*	*Male total persons*	*Total persons*
Field operations	Individual contractors	19	81	3 933	16 299	20 232
	Consultants employed	29	71	83	199	282
Field operations total		**20**	**80**	**4 016**	**16 498**	**20 514**
Non-field operations	Individual contractors	55	45	1 564	1 274	2 838
	Consultants employed	35	65	2 810	5 148	7 958
Non-field operations total		**40**	**60**	**4 182**	**6 228**	**10 410**
Total		**27**	**73**	**8 198**	**22 726**	**30 924**

D. Appointments

28. Table 26 includes the percentages of retirees engaged as consultants and individual contractors at non-field operations during the biennium 2012-2013.

Table 26
Retirees engaged as consultants and individual contractors at non-field operations: 2012-2013

(Population: 10,410 persons)

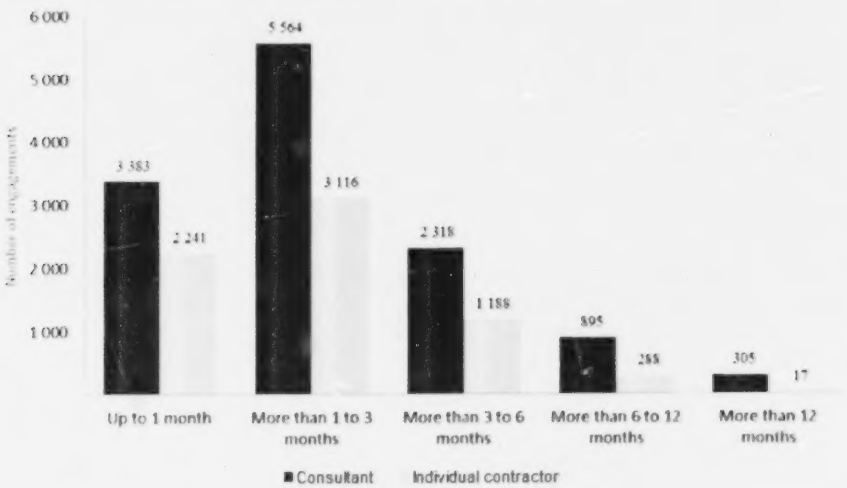
Population	*Number of persons*	*Number of engagements*	*Number of days worked*	*Persons (percentage)*
Retirees engaged as consultants	275	484	18 791	3.5
Other consultants	7 683	11 981	803 166	96.5
Consultants total	**7 958**	**12 465**	**821 957**	**100.0**
Retirees engaged as individual contractors	191	499	22 599	6.7
Other individual contractors	2 647	6 351	323 208	93.3
Individual contractors total	**2 838**	**6 850**	**345 807**	**100.0**
Total	**10 410**	**19 315**	**1 167 764**	**100.0**

E. Length of engagement

29. The average length of engagement for consultants and individual contractors employed at non-field operations was 60 days during the biennium 2012-2013. Figure III provides a breakdown of engagements of consultants and individual contractors at non-field operations by length of engagement.

Figure III
Engagement of consultants and individual contractors at non-field operations, by length of engagement: 2012-2013

(Population: 19,315 engagements)



30. Annex III, table 2.C, provides a list of non-field entities that employed consultants for a period longer than a year during the biennium 2012-2013. As requested by the General Assembly in paragraph 69 of its resolution 67/255, information is provided on occupational group and number of days worked, as well as expenditure incurred. The total number of consultants who were engaged for a period longer than a year (285) is lower than the number of their engagements (305), shown in figure III, since some individuals were engaged more than once during the reporting period.

31. During the reporting period, 45 persons from the group of UNDAC [11] consultants with OCHA were deployed as part of UNDAC teams (10 female and 35 male), for a total of 50 deployments with an average duration of 19 days per deployment. Details on UNDAC deployments by nationality of person deployed and emergency situation are provided in annex III, tables 3.A and 3.B.

V. Conclusion

32. The Secretary-General invites the General Assembly to take note of the present report.

[11] In its resolution 46/182, on the strengthening of the coordination of humanitarian emergency assistance of the United Nations, the General Assembly requested the establishment of a central roster of specialized personnel available from within the United Nations system and from Governments to be called upon at short notice. It also called for the establishment of standby arrangements with interested Governments and intergovernmental organizations for access to those relief capacities and resources, including personnel and funding support for UNDAC.

Annex I

Gratis personnel

Table 1.A
Engagement of type I gratis personnel, by nationality, category and gender: 2012-2013

(Population: 4,429 engagements)

	Associate experts			*Interns*			*Technical cooperation experts*				
Country of nationality	*Female*	*Male*	*Subtotal*	*Female*	*Male*	*Subtotal*	*Female*	*Male*	*Subtotal*	*Total*	*Percentage of women*
Afghanistan				2	1	3				3	66.7
Albania				4	3	7				7	57.1
Algeria				7	6	13				13	53.8
Argentina				15	2	17				17	88.2
Armenia				6	1	7				7	85.7
Australia	5	1	6	84	47	131	1		1	138	65.2
Austria	8	2	10	39	26	65		1	1	76	61.8
Azerbaijan				3	3	6				6	50.0
Bahrain				1		1				1	100.0
Bangladesh				2	4	6				6	33.3
Barbados				1		1				1	100.0
Belarus				7		7				7	100.0
Belgium	2	2	4	39	16	55				59	69.5
Benin				1	1	2				2	50.0
Bhutan					1	1				1	0.0
Bolivia (Plurinational State of)				2	1	3				3	66.7
Bosnia and Herzegovina				13	10	23				23	56.5
Botswana				1		1				1	100.0
Brazil	1		1	40	22	62				63	65.1
Bulgaria				14	2	16				16	87.5
Burkina Faso				1	2	3				3	33.3
Burundi				2		2				2	100.0
Cameroon				21	10	31				31	67.7
Canada				96	47	143				143	67.1

Country of nationality	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Chad		3	3							3	0.0
Chile				56	34	90				90	62.2
China				258	63	321	3	1	4	325	80.3
Colombia				28	16	44				44	63.6
Comoros					1	1				1	0.0
Congo				2	1	3				3	66.7
Costa Rica				1	3	4				4	25.0
Côte d'Ivoire				3	2	5				5	60.0
Croatia				15	8	23				23	65.2
Cuba				1	1	2				2	50.0
Cyprus				1		1				1	100.0
Czech Republic				14	2	16				16	87.5
Democratic People's Republic of Korea				1		1				1	100.0
Democratic Republic of the Congo					2	2				2	0.0
Denmark	14	8	22	16	1	17				39	76.9
Dominican Republic				3	1	4				4	75.0
Ecuador				4	2	6				6	66.7
Egypt				6	6	12				12	50.0
El Salvador				2	3	5				5	40.0
Estonia				2		2				2	100.0
Ethiopia				6	2	8				8	75.0
Finland	27	8	35	23	5	28				63	79.4
France	24	10	34	267	97	364		2	2	400	72.8
Gambia					2	2				2	0.0
Georgia				8	1	9				9	88.9
Germany	49	33	82	102	64	166	2	1	3	251	61.0
Ghana				7	5	12				12	58.3
Greece				8	7	15				15	53.3
Grenada				1		1				1	100.0
Guatemala				1		1				1	100.0
Guinea					3	3				3	0.0

Country of nationality	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Guyana							1	1	2	2	50.0
Haiti					1	1				1	0.0
Hungary	1		1	4	5	9				10	50.0
Iceland				1		1				1	100.0
India				32	17	49		1	1	50	64.0
Indonesia	1		1	2	5	7				8	37.5
Iran (Islamic Republic of)				15	3	18				18	83.3
Iraq					1	1		1	1	2	0.0
Ireland				16	9	25				25	64.0
Israel				3	9	12				12	25.0
Italy	11	8	19	85	44	129				148	64.9
Japan	6	1	7	15	7	22	1	3	4	33	66.7
Jordan				3		3				3	100.0
Kazakhstan				9	1	10				10	90.0
Kenya				89	62	151				151	58.9
Kyrgyzstan				6	1	7				7	85.7
Latvia				4	2	6				6	66.7
Lebanon				30	12	42				42	71.4
Liberia				1		1				1	100.0
Lithuania				4	2	6				6	66.7
Luxembourg	1	1	2	1	2	3				5	40.0
Malaysia				5	4	9				9	55.6
Mali					1	1				1	0.0
Malta				1		1				1	100.0
Mauritania				1		1				1	100.0
Mauritius					1	1				1	0.0
Mexico				33	7	40				40	82.5
Mongolia				6	1	7				7	85.7
Montenegro					1	1				1	0.0
Morocco				3	6	9				9	33.3
Mozambique					1	1				1	0.0

Country of nationality	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
Myanmar				1		1				1	100.0
Nepal				4	5	9				9	44.4
Netherlands	8	4	12	49	27	76	2	1	3	91	64.8
New Zealand				15	3	18				18	83.3
Nicaragua				1		1				1	100.0
Niger				3	1	4				4	75.0
Nigeria				18	9	27				27	66.7
Norway	21	19	40	13	6	19	2	3	5	64	56.3
Oman					1	1				1	0.0
Pakistan	1		1	12	6	18				19	68.4
Panama				1		1				1	100.0
Papua New Guinea				1		1				1	100.0
Peru				14	2	16				16	87.5
Philippines				8	5	13				13	61.5
Poland				11	5	16				16	68.8
Portugal				2	4	6				6	33.3
Republic of Korea	10	6	16	64	27	91	5	21	26	133	59.4
Republic of Moldova				6	2	8				8	75.0
Romania	1		1	21	3	24				25	88.0
Russian Federation				91	19	110		1	1	111	82.0
Rwanda				5	5	10				10	50.0
Saudi Arabia					2	2				2	0.0
Senegal				5	7	12				12	41.7
Serbia				17	11	28				28	60.7
Sierra Leone		1	1							1	0.0
Singapore				8	4	12				12	66.7
Slovakia				12	4	16				16	75.0
Slovenia				2	1	3				3	66.7
South Africa				4	4	8				8	50.0
Spain	3		3	55	25	80				83	69.9
Sri Lanka				1	2	3				3	33.3

Country of nationality	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
State of Palestine					1	1				1	0.0
Sudan				1	1	2				2	50.0
Sweden	10	3	13	39	17	56				69	71.0
Switzerland	21	14	35	39	14	53				88	68.2
Syrian Arab Republic				2	4	6				6	33.3
Tajikistan				2	1	3				3	66.7
Thailand				9	2	11				11	81.8
The former Yugoslav Republic of Macedonia				1	6	7				7	14.3
Togo		1	1	9	5	14				15	60.0
Trinidad and Tobago				3	2	5				5	60.0
Tunisia				7	5	12				12	58.3
Turkey				12	6	18		2	2	20	60.0
Uganda				6	5	11				11	54.5
Ukraine				19	6	25				25	76.0
United Arab Emirates					1	1				1	0.0
United Kingdom of Great Britain and Northern Ireland	1		1	78	54	132				133	59.4
United Republic of Tanzania				70	40	110	1		1	111	64.0
United States of America	1		1	353	180	533		1	1	535	66.2
Uruguay				1		1				1	100.0
Uzbekistan	1		1	5	4	9				10	60.0
Venezuela (Bolivarian Republic of)				8	4	12				12	66.7
Viet Nam				2	1	3				3	66.7
Yemen					1	1				1	0.0
Zambia				3		3				3	100.0
Zimbabwe				3	4	7				7	42.9
Total	**228**	**125**	**353**	**2 722**	**1 296**	**4 018**	**18**	**40**	**58**	**4 429**	**67.0**

Table 1.B

Engagement of type I gratis personnel, by entity, category and gender: 2012-2013

(Population: 4,429 engagements)

	Associate experts			*Interns*			*Technical cooperation experts*				
Entity	*Female*	*Male*	*Subtotal*	*Female*	*Male*	*Subtotal*	*Female*	*Male*	*Subtotal*	*Total*	*Percentage of women*
CTED				13	8	21				21	61.9
DESA	11	3	14	340	149	489	4	2	6	509	69.7
DFS	9	6	15	23	10	33				48	66.7
DGACM				81	22	103				103	78.6
DM	16	8	24	181	68	249	2	4	6	279	71.3
DPA	14	19	33	21	22	43				76	46.1
DPI	2	2	4	83	23	106				110	77.3
DPKO	21	20	41	41	29	70				111	55.9
ECA				9	5	14				14	64.3
ECE	7	2	9	80	37	117		3	3	129	67.4
ECLAC		1	1	142	86	228				229	62.0
EOSG	9	3	12							12	75.0
ESCAP	1		1	88	61	149		13	13	163	54.6
ESCWA		1	1	37	20	57		1	1	59	62.7
ICTR				185	110	295				295	62.7
ICTY				427	192	619				619	69.0
INTERORG		1	1							1	0.0
OAJ				4	3	7				7	57.1
OCHA	33	19	52	82	32	114				166	69.3
ODA	2	2	4	57	52	109				113	52.2
OHCHR	40	6	46	199	58	257				303	78.9
OHRLLS	2		2	9	4	13				15	73.3
OIOS	2		2	3	2	5				7	71.4
OLA				77	25	102		1	1	103	74.8
OSAA				3	2	5				5	60.0
OSRSGCAAC	3	2	5	5	1	6				11	72.7
UNCTAD	1	3	4	55	40	95		8	8	107	52.3

Entity	Associate experts			Interns			Technical cooperation experts			Total	Percentage of women
	Female	Male	Subtotal	Female	Male	Subtotal	Female	Male	Subtotal		
UNEP	17	5	22	45	29	74	1		1	97	64.9
UNFIP	1		1							1	100.0
UN-Habitat	5	8	13	47	27	74				87	59.8
UNODC	23	8	31	167	87	254	5	3	8	293	66.6
UNOG	4	3	7	93	32	125				132	73.5
UNOMS		1	1	17	1	18				19	89.5
UNON				24	27	51				51	47.1
UNOV	5	2	7	84	32	116	6	5	11	134	70.9
Total	**228**	**125**	**353**	**2 722**	**1 296**	**4 018**	**18**	**40**	**58**	**4 429**	**67.0**

Table 2.A
Engagement of type II gratis personnel, by nationality and gender: 2012-2013

(Population: 102 engagements)

	No. of engagements			*No. of months worked*		
Country of nationality	*Female*	*Male*	*Total*	*Female*	*Male*	*Total*
Afghanistan		1	1		5.9	5.9
Australia	6	12	18	30.8	63.6	94.4
Belgium		5	5		22.2	22.2
Canada	2	5	7	6.5	19.7	26.2
Denmark	1	1	2	16.5	3.0	19.4
Egypt		1	1		12.0	12.0
Ethiopia	1	1	2	5.9	3.0	8.9
France		1	1		5.9	5.9
Georgia		1	1		3.0	3.0
Germany	3	4	7	12.9	16.3	29.3
Haiti		1	1		11.9	11.9
Indonesia		1	1		2.9	2.9
Iraq		1	1		12.0	12.0
Ireland		4	4		17.9	17.9
Italy		2	2		8.9	8.9
Kenya	1	1	2	0.9	5.9	6.8
Lebanon		2	2		24.0	24.0
Mexico	1		1	3.1		3.1
Netherlands	1	1	2	11.9	5.7	17.6
Norway	2	1	3	8.6	2.9	11.5
Pakistan	1	2	3	6.0	10.8	16.8
Philippines	1		1	3.0		3.0
Rwanda	1	1	2	12.9	16.0	28.8
Senegal		3	3		17.6	17.6
South Africa	1		1	12.0		12.0
Spain	1		1	1.2		1.2
Sudan		5	5		25.5	25.5
Sweden	8	1	9	43.9	6.0	49.9
Switzerland	2	3	5	10.6	10.6	21.3
Uganda		1	1		8.2	8.2
United Kingdom of Great Britain and Northern Ireland	1	2	3	1.5	11.2	12.7
United States of America	1	1	2	12.0	12.0	23.9
Zimbabwe		2	2		17.1	17.1
Total	**35**	**67**	**102**	**200.1**	**381.7**	**581.8**

Annex II

Retired staff

Table 1.A

Retirees engaged, by entity, number of engagements, number of days worked and expenditure: 2012-2013

(Population: 2,630 engagements)

	No. of engagements			*No. of persons engaged*				
Entity	*Female*	*Male*	*Total*	*Female*	*Male*	*Total*	*No. of days worked*	*Expenditure (United States dollars)*
DESA	70	73	143	29	37	66	6 785	2 918 367
DFS	10	12	22	7	10	17	886	432 172
DPKO	28	37	65	13	13	26	2 672	1 199 160
ECA	33	94	127	17	41	58	7 060	2 780 401
EOSG	12	4	16	3	3	6	1 300	928 618
ICTR	8	9	17	6	7	13	3 912	1 180 554
ODA	6	11	17	4	5	9	1 094	323 673
OHRLLS	1	3	4	1	3	4	140	47 000
UNEP	36	56	92	21	23	44	4 268	1 174 430
UNICRI		1	1		1	1	5	3 080
UNOG	176	296	472	66	86	152	25 320	9 265 889
UNOMS	3	2	5	3	2	5	181	98 186
UNON	4	8	12	3	6	9	1 160	167 025
CTED		3	3		1	1	144	109 988
DGACM	244	225	469	112	111	223	25 842	15 582 709
DM	127	59	186	60	32	92	10 959	3 539 793
DPA	16	8	24	8	7	15	1 028	382 467
DPI	32	15	47	16	7	23	2 131	448 119
DSS		21	21		12	12	2 076	993 665
ECE	3	23	26	2	9	11	1 063	469 801
ECLAC	94	69	163	34	31	65	8 481	1 926 976
ESCAP	10	44	54	4	24	28	3 645	1 327 973
ESCWA	5	15	20	2	11	13	722	157 662
ETHICS		1	1		1	1	5	1 058

Entity	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
	Female	Male	Total	Female	Male	Total		
Field operations	72	149	221	44	95	139	32 978	12 402 472
INTERORG	4		4	3		3	116	53 584
OCHA	48	25	73	21	13	34	4 944	1 748 659
OHCHR	32	8	40	12	6	18	1 811	563 059
OIOS	5	5	10	3	2	5	785	295 019
OLA	6	5	11	3	4	7	636	166 483
OSAA		3	3		2	2	422	200 085
UNCC		10	10		4	4	265	74 577
UNCTAD	22	29	51	11	19	30	1 997	917 667
UNFIP	1		1	1		1	27	13 881
UN-Habitat	9	55	64	5	26	31	4 910	1 903 733
UNODC	3	18	21	2	12	14	1 852	738 585
UNOV	48	66	114	17	25	42	5 368	1 741 667
Total	**1 168**	**1 462**	**2 630**	**498**	**635**	**1 133**	**166 990**	**66 278 237**

Table 1.B

Retirees, by function, gender, number of engagements, number of days worked and expenditure: 2012-2013

(Population: 2,630 engagements)

Functions	Function	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Subtotal	Female	Male	Subtotal		
Language-related services	Copy Preparer		1	1		1	1	42	17 825
	Editor	54	40	94	16	14	30	4 768	3 215 153
	Interpreter	51	57	108	26	28	54	5 077	4 089 891
	Proofreader	17	15	32	7	4	11	1 446	306 581
	Reviser	107	375	482	39	129	168	26 079	13 321 328
	Translator	61	106	167	21	41	62	7 842	2 614 529
	Translator/Interpreter		1	1		1	1	151	67 094
	Verbatim Reporter		8	8		4	4	191	131 608
Subtotal		**290**	**603**	**893**	**105**	**200**	**305**	**45 596**	**23 764 009**

Functions	*Function*	*No. of engagements*			*No. of persons engaged*			*No. of days worked*	*Expenditure (United States dollars)*
		Female	*Male*	*Subtotal*	*Female*	*Male*	*Subtotal*		
Political, economic, social, environmental, humanitarian, advisory and technical assistance services	Chef de Cabinet		1	1		1	1	126	79 894
	Chief of Division		8	8		5	5	277	53 300
	Deputy Executive Secretary	1	1	2	1	1	2	60	13 000
	Economic Affairs Officer	8	42	50	5	23	28	2 136	761 325
	Evaluation Officer	1		1	1		1	35	18 000
	Gender Affairs Officer	2		2	2		2	242	178 969
	Human Rights Adviser		1	1		1	1	152	68 333
	Human Rights Officer		4	4		4	4	112	38 434
	Humanitarian Affairs Officer	1		1	1		1	303	125 546
	Liaison Assistant	1		1	1		1	333	147 729
	Management Analyst	1		1	1		1	30	15 000
	Management Consulting Officer		3	3		1	1	86	34 400
	Political Affairs Officer	2	10	12	2	7	9	882	410 581
	Programme Analyst		1	1		1	1	65	26 100
	Programme Evaluation Officer	2		2	1		1	225	16 500
	Protection Officer	1	3	4	1	2	3	676	247 749
	Research Assistant	3	4	7	2	2	4	290	78 679
	Social Affairs Officer	3	3	6	2	1	3	344	80 950
Subtotal		**26**	**81**	**107**	**19**	**49**	**68**	**6 374**	**2 394 489**
Administrative services	Administrative Assistant	110	19	129	62	6	68	10 276	2 836 974
	Administrative Clerk	3		3	1		1	450	161 915
	Administrative Officer	13	16	29	8	11	19	2 754	1 035 220
	Assistant Secretary-General	1	7	8	1	5	6	335	233 517
	Chief	2	27	29	2	18	20	2 856	1 240 897
	Chief of Branch	4	18	22	2	9	11	860	310 510
	Chief of Section	8	23	31	5	10	15	1 686	618 207
	Chief of Service	4	2	6	3	2	5	255	74 990
	Chief of Unit	2	7	9	1	3	4	138	61 973
	Claims Assistant		2	2		1	1	327	105 313
	Clerk		1	1		1	1	22	4 800

Functions	Function	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Subtotal	Female	Male	Subtotal		
	Conduct and Discipline Officer		1	1		1	1	31	14 075
	Deputy Chief		1	1		1	1	130	113 799
	Deputy Director	1		1	1		1	2	545
	Deputy Secretary-General	1		1	1		1	150	149 420
	Director	4	43	47	4	25	29	2 229	1 106 170
	Documents Assistant	10	2	12	3	1	4	178	34 052
	Executive Director		5	5		1	1	33	20 400
	Executive Secretary	2	5	7	1	4	5	313	130 806
	Expert	3	35	38	2	14	16	2 574	897 218
	First Officer		3	3		2	2	191	39 081
	Head	4	11	15	2	6	8	1 610	996 131
	National Officer	1		1	1		1	364	87 342
	Office Assistant	20	1	21	4	1	5	443	189 689
	Officer	2	1	3	1	1	2	757	297 801
	Officer-in-Charge		3	3		3	3	170	106 081
	Personal Assistant	8		8	5		5	1 428	444 318
	Principal Officer	2	16	18	2	7	9	1 401	807 840
	Reference Assistant	7	2	9	4	1	5	477	198 544
	Reference Clerk	1		1	1		1	33	11 842
	Regional Adviser	2	5	7	1	5	6	458	191 602
	Regional Officer		1	1		1	1	364	347 008
	Registry Assistant		1	1		1	1	273	79 315
	Second Officer	1		1	1		1	89	36 110
	Secretariat Services Officer	1		1	1		1	32	13 942
	Secretary	64		64	28		28	2 649	704 858
	Secretary of the Commission	1		1	1		1	108	17 500
	Senior Officer	2	2	4	1	1	2	210	82 053
	Senior Staff Assistant	4		4	1		1	364	60 090
	Special Adviser		3	3		2	2	711	590 270
	Staff Assistant	53	5	58	20	2	22	2 073	529 787
	Stenographer	1		1	1		1	65	13 500

Functions	Function	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Subtotal	Female	Male	Subtotal		
	Supervisor	4	1	5	3	1	4	501	62 158
	Team Assistant	29	3	32	16	2	18	1 888	394 769
	Technical Adviser		5	5		3	3	335	91 987
	Title to be determined	36	33	69	15	13	28	3 288	1 162 793
	Travel Assistant	4		4	1		1	175	18 560
	Travel Officer	2		2	1		1	423	135 044
	Under-Secretary-General		12	12		4	4	966	602 253
Subtotal		**417**	**322**	**739**	**194**	**167**	**361**	**47 445**	**17 463 069**
Other services	Title to be determined	2	7	9	1	2	3	361	71 139
	Accountant	1	2	3	1	2	3	205	113 193
	Accounting Assistant	5	16	21	2	5	7	1 590	421 826
	Adviser	3	50	53	1	25	26	2 893	1 484 343
	Air Operations Assistant		3	3		3	3	747	222 005
	Air Operations Officer		2	2		2	2	456	185 262
	Architect		7	7		1	1	446	199 357
	Archives Assistant		1	1		1	1	2	665
	Audio Equipment Technician		1	1		1	1	55	13 480
	Auditing Assistant	1		1	1		1	91	23 119
	Auditor		1	1		1	1	91	37 352
	Benefits Assistant	3	2	5	2	1	3	309	66 873
	Budget and Finance Assistant	2		2	1		1	82	24 976
	Budget and Finance Officer		1	1		1	1	60	19 852
	Budget Assistant	13	1	14	5	1	6	644	166 516
	Budget Officer		2	2		1	1	57	24 734
	Chief Civilian Personnel Officer	2	2	4	1	1	2	789	319 643
	Chief Logistics Officer		1	1		1	1	90	40 991
	Chief of Protocol		1	1		1	1	43	22 000
	Civil Affairs Officer	2	6	8	1	4	5	1 493	682 765
	Commander		6	6		1	1	34	15 600
	Computer Information Systems Assistant		9	9		1	1	412	10 990

Functions	Function	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Subtotal	Female	Male	Subtotal		
	Computer Systems Assistant	1		1	1		1	364	56 228
	Computer Systems Officer		1	1		1	1	152	17 897
	Conference Affairs Officer	2		2	1		1	59	29 542
	Conference Services Assistant		4	4		1	1	48	29 110
	Conference Typist		1	1		1	1	577	59 282
	Coordinator	3	8	11	1	4	5	918	461 376
	Corporal		2	2		2	2	118	14 337
	Desktop Publishing Assistant	3		3	1		1	75	12 673
	Documents Clerk		6	6		2	2	182	46 881
	Documents Management Assistant	1	1	2	1	1	2	125	32 737
	Driver		7	7		3	3	231	37 791
	Editorial and Desktop Publishing Assistant	46	33	79	23	20	43	5 964	1 088 754
	Editorial Assistant	16	1	17	8	1	9	473	121 756
	Electoral Officer		2	2		1	1	394	148 666
	Engineer		5	5		4	4	1 238	512 774
	Executive Coordinator		1	1		1	1	40	20 000
	Finance and Budget Assistant	5		5	2		2	230	54 345
	Finance and Budget Officer	1		1	1		1	91	38 440
	Finance Assistant	13	3	16	7	2	9	1 234	395 401
	Finance Officer	1	11	12	1	5	6	987	367 560
	Generator Mechanic		1	1		1	1	273	80 810
	Governance and Public Administration Officer		1	1		1	1	61	23 978
	Helpdesk Assistant	3		3	1		1	227	113 346
	Human Resources Assistant	43	5	48	18	3	21	4 095	1 200 914
	Human Resources Officer	22	4	26	12	3	15	1 846	713 213
	Human Settlements Officer		10	10		4	4	906	446 805
	IMIS Implementation Coordinator		1	1		1	1	18	6 300
	Information Assistant	3	6	9	2	2	4	688	132 215
	Information Management Assistant	2		2	1		1	59	23 686
	Information Officer	2	11	13	2	3	5	756	178 606
	Information Systems Assistant	6	8	14	2	1	3	700	157 493

Functions	Function	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Subtotal	Female	Male	Subtotal		
	Information Systems Officer		1	1		1	1	30	12 572
	Information Technology Officer		1	1		1	1	260	22 000
	Inventory and Supply Assistant		2	2		1	1	182	23 821
	Investigator	2		2	2		2	94	50 714
	Laboratory Technician	1		1	1		1	10	3 584
	Language Reference Assistant	9	2	11	4	1	5	463	119 233
	Language Service Assistant	2		2	2		2	90	20 464
	Language Teacher	9	2	11	3	1	4	601	98 022
	Legal Adviser		3	3		1	1	210	53 546
	Legal Officer	1	6	7	1	5	6	672	274 582
	Librarian	1		1	1		1	87	12 000
	Library Assistant	1	2	3	1	1	2	260	28 294
	Library Clerk	1	1	2	1	1	2	74	17 621
	Logistics Assistant		3	3		2	2	405	62 452
	Mechanic		1	1		1	1	183	48 470
	Medical Director	6		6	1		1	46	27 950
	Medical Officer	5	1	6	2	1	3	926	445 605
	Meetings Services Assistant	35	5	40	15	3	18	2 427	635 926
	Personnel Assistant	1		1	1		1	92	23 654
	Planning Officer		8	8		3	3	695	307 759
	Population Affairs Officer	2	1	3	1	1	2	140	41 000
	Printing Press Operator		3	3		1	1	118	15 051
	Procurement Assistant	15	7	22	5	3	8	1 281	378 451
	Procurement Officer	12	3	15	3	3	6	968	398 856
	Programme Assistant	36	1	37	14	1	15	1 931	456 561
	Programme Clerk	1		1	1		1	40	4 072
	Programme Management Officer	4	5	9	2	3	5	811	486 269
	Programme Officer	7	22	29	4	11	15	2 263	781 050
	Programmer	4		4	1		1	102	41 430
	Project Management Officer		3	3		2	2	91	21 250
	Project Manager		1	1		1	1	20	10 000

Functions	Function	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Subtotal	Female	Male	Subtotal		
	Project Officer		2	2		1	1	65	29 900
	Protocol Assistant	5	3	8	3	1	4	504	111 912
	Public Information Assistant	11	2	13	6	1	7	484	88 186
	Public Information Officer		2	2		1	1	98	43 468
	Publications Assistant	2		2	1		1	45	11 571
	Radio Producer	2		2	1		1	107	24 200
	Radio Technician		2	2		1	1	486	148 717
	Records Assistant		1	1		1	1	130	4 020
	Recruitment Officer		1	1		1	1	91	45 462
	Scientific Affairs Officer		3	3		2	2	200	177 104
	Security Coordination Officer		8	8		2	2	522	309 127
	Security Coordinator		4	4		2	2	671	418 692
	Security Guard		1	1		1	1	229	52 029
	Security Officer		24	24		17	17	3 186	924 598
	Shipping Assistant		1	1		1	1	638	192 005
	Special Envoy of the Secretary-General	1		1	1		1	86	79 752
	Special Representative	2	2	4	1	2	3	140	112 239
	Special Representative of the Secretary-General	3	15	18	2	5	7	1 374	1 106 155
	Spokesperson		2	2		1	1	212	161 417
	Spokesperson for the Secretary-General		1	1		1	1	2	1 100
	Staff Counsellor		1	1		1	1	411	201 369
	Statistician	1	10	11	1	3	4	1 135	539 469
	Statistics Assistant	4	1	5	2	1	3	160	54 098
	Stock Clerk		1	1		1	1	122	5 661
	Supply Assistant	3		3	2		2	485	145 953
	Supply Officer		1	1		1	1	273	116 866
	Sustainable Development Officer		1	1		1	1	30	15 000
	Telecommunications Assistant	1		1	1		1	303	122 427
	Telecommunications Engineer		3	3		2	2	360	113 404
	Telecommunications Technician	1	2	3	1	2	3	940	278 618
	Text Processing Assistant	1		1	1		1	36	11 702

Functions	Function	No. of engagements			No. of persons engaged			No. of days worked	Expenditure (United States dollars)
		Female	Male	Subtotal	Female	Male	Subtotal		
	Text Processing Clerk	33	11	44	18	4	22	1 838	575 515
	Training Assistant	1		1	1		1	20	4 898
	Transportation Assistant		8	8		7	7	2 091	619 229
	Treasury Assistant	1		1	1		1	130	20 220
	Video Officer	1		1	1		1	242	62 038
	Website Officer		5	5		1	1	78	16 693
Subtotal		**435**	**456**	**891**	**205**	**233**	**438**	**67 575**	**22 656 670**
Total		**1 168**	**1 462**	**2 630**	**498**	**635**	**1 133**	**166 990**	**66 278 237**

Table 1.C

Retirees engaged, by gender, number of engagements, number of days worked, expenditure and nationality: 2012-2013

(Population: 2,630 engagements)

Country of nationality	No. of engagements			No. of persons employed			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
Algeria	3	10	13	1	2	3	434	230 570
Antigua and Barbuda		2	2		1	1	264	134 086
Argentina	10	33	43	7	15	22	3 698	1 294 459
Australia	6	17	23	3	9	12	2 039	887 091
Austria	12	7	19	5	5	10	1 250	281 656
Azerbaijan	5		5	1		1	148	67 765
Bahamas	1		1	1		1	29	6 967
Bangladesh		3	3		2	2	118	20 400
Barbados	1		1	1		1	89	36 110
Belarus		10	10		5	5	418	278 003
Belgium	17	16	33	3	7	10	1 422	631 075
Benin		1	1		1	1	273	89 018
Bolivia (Plurinational State of)	3	1	4	1	1	2	239	119 046
Bosnia and Herzegovina	1		1	1		1	303	80 096
Brazil	5	1	6	3	1	4	626	468 889

Country of nationality	No. of engagements			No. of persons employed			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
Bulgaria	1	5	6	1	2	3	243	221 629
Burkina Faso		1	1		1	1	61	23 903
Burundi		1	1		1	1	183	52 129
Cambodia	1		1	1		1	334	99 381
Cameroon		9	9		4	4	444	134 388
Canada	39	35	74	16	19	35	7 421	2 864 861
Chad	1		1	1		1	304	75 809
Chile	107	50	157	32	17	49	7 571	1 788 364
China	14	72	86	6	28	34	4 777	2 272 469
Colombia	14	12	26	6	4	10	1 676	419 305
Côte d'Ivoire	1	1	2	1	1	2	272	72 038
Croatia		3	3		2	2	630	193 019
Cuba	17	12	29	4	2	6	1 308	273 109
Czech Republic		2	2		1	1	110	22 000
Democratic Republic of the Congo		2	2		1	1	243	120 590
Denmark		3	3		2	2	264	212 324
Dominican Republic		3	3		1	1	163	31 455
Ecuador	3	2	5	2	1	3	247	47 061
Egypt	10	71	81	5	30	35	4 829	2 175 061
El Salvador	4	1	5	2	1	3	206	47 902
Equatorial Guinea		1	1		1	1	22	9 595
Ethiopia	35	29	64	18	15	33	4 855	1 201 645
France	110	84	194	44	32	76	10 219	4 067 792
Gambia		5	5		2	2	554	149 587
Germany	17	29	46	9	14	23	2 573	1 051 681
Ghana		7	7		5	5	805	318 702
Greece	5	12	17	1	2	3	712	134 308
Guatemala	4		4	2		2	253	123 734
Guinea		2	2		1	1	394	148 666
Guyana	10	3	13	4	2	6	1 045	495 301
Haiti	7	8	15	4	1	5	1 221	280 336

Country of nationality	No. of engagements			No. of persons employed			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
India	16	20	36	7	11	18	3 502	1 398 047
Indonesia		1	1		1	1	22	1 000
Iran (Islamic Republic of)	3	3	6	2	3	5	437	111 683
Iraq		1	1		1	1	15	4 000
Ireland	8	14	22	5	4	9	1 161	421 855
Israel		5	5		3	3	303	142 404
Italy		7	7		6	6	380	115 050
Jamaica	8	1	9	5	1	6	381	105 518
Japan	2	8	10	2	4	6	340	161 475
Jordan	1	4	5	1	4	5	1 219	344 820
Kenya	12	7	19	10	6	16	2 930	802 164
Lebanon	9	9	18	3	5	8	1 088	494 214
Liberia		5	5		2	2	392	195 467
Libya		1	1		1	1	86	27 201
Madagascar	3	8	11	2	1	3	728	103 966
Malaysia	12	4	16	4	3	7	1 107	549 883
Mali		11	11		2	2	295	149 514
Mauritania		1	1		1	1	12	16 696
Mauritius	14		14	3		3	619	201 690
Mexico	6	11	17	4	5	9	789	218 828
Morocco	1	7	8	1	3	4	315	150 422
Myanmar		3	3		2	2	372	125 639
Nepal		12	12		6	6	1 420	464 365
Netherlands	7	25	32	3	11	14	2 102	1 199 327
New Zealand	1	14	15	1	7	8	781	333 390
Nigeria		11	11		5	5	746	419 702
Norway		3	3		1	1	194	96 517
Pakistan		18	18		9	9	1 707	1 050 253
Panama		3	3		1	1	106	47 800
Paraguay	4		4	2		2	177	102 787
Peru	18	10	28	7	6	13	1 562	472 554

Country of nationality	No. of engagements			No. of persons employed			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
Philippines	101	11	112	31	7	38	6 431	2 121 503
Poland	1	9	10	1	4	5	850	263 356
Portugal	2		2	1		1	123	18 961
Republic of Korea		2	2		1	1	86	43 000
Romania	5	1	6	1	1	2	203	62 249
Russian Federation	14	106	120	8	38	46	7 421	3 878 011
Rwanda	2		2	1		1	303	76 538
Saint Vincent and the Grenadines	1		1	1		1	25	8 000
Senegal	1	14	15	1	6	7	1 079	470 061
Sierra Leone	3	2	5	3	1	4	617	204 403
Singapore		3	3		1	1	251	178 573
Somalia		1	1		1	1	90	40 991
South Africa		1	1		1	1	65	22 000
Spain	16	35	51	8	12	20	2 861	996 545
Sri Lanka	10	16	26	4	7	11	2 386	1 101 100
State of Palestine	4	11	15	2	3	5	1 007	405 410
Stateless		1	1		1	1	55	13 450
Sudan		10	10		5	5	524	459 654
Sweden	1	3	4	1	2	3	190	48 281
Switzerland	16	16	32	10	7	17	1 818	825 015
Syrian Arab Republic	2	24	26	2	7	9	1 269	732 092
Thailand	8	15	23	4	10	14	1 966	548 623
The former Yugoslav Republic of Macedonia		1	1		1	1	265	94 573
Togo		3	3		2	2	333	166 375
Trinidad and Tobago	10	3	13	4	3	7	518	208 831
Tunisia	5	37	42	2	10	12	2 312	1 214 741
Turkey		11	11		3	3	397	184 613
Uganda	1	21	22	1	10	11	1 922	663 024
Ukraine	3	9	12	2	4	6	550	217 635
United Kingdom of Great Britain and Northern Ireland	86	60	146	36	30	66	6 360	2 685 821

Country of nationality	No. of engagements			No. of persons employed			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
United Republic of Tanzania	8	5	13	3	3	6	1 449	831 424
United States of America	257	212	469	115	87	202	29 346	12 355 074
Uruguay	14	12	26	4	4	8	1 766	608 272
Venezuela (Bolivarian Republic of)	2	3	5	1	1	2	185	51 147
Viet Nam		1	1		1	1	20	7 000
Yemen		6	6		1	1	355	322 959
Zambia	2	1	3	1	1	2	226	94 963
Zimbabwe	4	3	7	2	2	4	789	272 363
Total	**1 168**	**1 462**	**2 630**	**498**	**635**	**1 133**	**166 990**	**66 278 237**

Table 1.D

Retirees engaged, by gender, number of engagements, number of days worked, expenditure and nationality: 2012-2013 (for language-related services)

(Population: 893 engagements)

Country of nationality	No. of engagements			No. of persons employed			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
Belarus		3	3		2	2	227	187 723
Brazil	4		4	2		2	290	367 798
Bulgaria		2	2		1	1	105	177 463
Burkina Faso		1	1		1	1	61	23 903
Cameroon		3	3		1	1	29	14 924
Canada	10	10	20	2	3	5	760	526 858
Cuba	15	3	18	3	1	4	717	204 092
Egypt	4	43	47	2	14	16	2 816	1 668 353
Ethiopia		4	4		1	1	172	65 979
France	54	57	111	20	18	38	6 123	2 653 841
Greece		9	9		1	1	363	64 963
Israel		5	5		3	3	303	142 404
Libya		1	1		1	1	86	27 201

Country of nationality	No. of engagements			No. of persons employed			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
Mauritius	2		2	1		1	125	46 554
Morocco		2	2		1	1	105	95 117
Paraguay	4		4	2		2	177	102 787
Russian Federation	4	85	89	2	26	28	4 696	2 730 276
Senegal		9	9		3	3	252	96 629
Spain	3	28	31	2	8	10	1 418	457 747
Switzerland	7	8	15	4	3	7	858	430 533
Syrian Arab Republic		21	21		5	5	990	658 868
United Kingdom of Great Britain and Northern Ireland	21	27	48	7	10	17	2 108	803 296
United States of America	78	82	160	31	32	63	8 073	5 219 978
Argentina	1	14	15	1	6	7	1 081	264 264
Austria	2	3	5	1	3	4	322	121 451
Belgium	9	13	22	2	4	6	913	419 638
Chile	34	7	41	6	1	7	1 349	591 934
China	7	57	64	3	21	24	3 463	2 077 090
Colombia	4	4	8	2	1	3	416	175 617
Germany	4		4	2		2	148	68 181
Ghana		1	1		1	1	86	3 064
Guatemala	2		2	1		1	105	79 842
Haiti	3		3	1		1	150	17 918
Lebanon	4	5	9	1	2	3	521	346 901
Madagascar	2	8	10	1	1	2	638	80 669
Mali		10	10		1	1	284	143 464
Mexico	2	8	10	1	3	4	362	130 025
Peru	2	3	5	1	1	2	254	64 838
Philippines		2	2		1	1	16	4 740
State of Palestine	1	8	9	1	2	3	709	332 193
Sudan		9	9		4	4	459	437 654
Tunisia	3	29	32	1	7	8	1 707	950 755
Uganda		8	8		2	2	808	193 938

Country of nationality	No. of engagements			No. of persons employed			No. of days worked	Expenditure (United States dollars)
	Female	Male	Subtotal	Female	Male	Subtotal		
Ukraine		3	3		2	2	201	69 448
Uruguay	4		4	2		2	230	85 962
Yemen		6	6		1	1	355	322 959
Zimbabwe		2	2		1	1	135	14 177
Total	**290**	**603**	**893**	**105**	**200**	**305**	**45 596**	**23 764 009**

Table 2.A

Retirees in decision-making positions, by level, functional title, period worked, number of days worked, expenditure and entity: 2012-2013

(Population: 94 engagements)

Entity	Level	Functional title	Gender	From	To	No. of days worked	Expenditure (United States dollars)
CTED	D-1	Adviser	Male	2012-03-07	2012-05-31	85	54 994
	D-1	Adviser	Male	2012-06-01	2012-06-28	27	18 331
	D-1	Adviser	Male	2012-06-29	2012-07-31	32	36 663
Subtotal						**144**	**109 988**
DESA	D-2	Director	Male	2012-05-31	2013-12-31	214	156 523
	D-1	Adviser	Male	2012-01-09	2012-07-08	181	128 711
	D-1	Adviser	Male	2012-07-09	2012-12-31	175	113 877
	D-1	Adviser	Male	2012-12-01	2013-02-27	88	63 904
	D-1	Head	Male	2012-03-01	2012-08-31	183	120 694
	D-1	Head	Male	2012-04-16	2012-06-15	60	48 524
	D-1	Head	Male	2012-06-16	2012-09-15	91	76 933
	D-1	Head	Male	2012-12-16	2013-02-15	61	59 564
	D-1	Head	Male	2013-04-15	2013-07-31	107	76 360
	D-1	Head	Male	2013-07-01	2013-08-31	61	39 619
	D-1	Head	Male	2013-08-01	2013-10-31	91	55 378
	D-1	Officer-in-Charge	Male	2012-09-01	2012-11-30	90	62 481
Subtotal						**1 402**	**1 002 568**

Entity	*Level*	*Functional title*	*Gender*	*From*	*To*	*No. of days worked*	*Expenditure (United States dollars)*
DGACM	USG	Under-Secretary-General	Male	2013-02-01	2013-07-31	119	96 560
	D-2	Chef de Cabinet	Male	2013-08-27	2013-12-31	126	79 894
Subtotal						**245**	**176 454**
DM	USG	Special Representative of the Secretary-General	Female	2012-07-01	2012-12-31	183	157 361
	USG	Special Representative of the Secretary-General	Female	2013-01-01	2013-06-30	180	154 781
	ASG	Assistant Secretary-General	Male	2012-08-19	2013-02-18	183	142 046
	D-1	Director	Male	2012-02-01	2012-02-29	28	17 201
	D-1	Director	Male	2012-03-01	2012-04-30	60	34 401
	D-1	Director	Male	2012-05-01	2012-06-30	60	34 401
	D-1	Director	Male	2012-07-01	2012-07-29	28	15 817
	D-1	Principal Officer	Female	2012-10-18	2013-07-17	272	176 153
Subtotal						**994**	**732 161**
DPA	USG	Special Envoy of the Secretary-General	Female	2013-01-01	2013-12-31	86	79 752
Subtotal						**86**	**79 752**
DSS	USG	Under-Secretary-General	Male	2013-01-22	2013-07-21	180	153 376
	USG	Under-Secretary-General	Male	2013-07-22	2013-12-31	162	144 841
Subtotal						**342**	**298 417**
ECA	D-1	Director	Female	2013-12-03	2013-12-31	28	16 555
	D-1	Title to be determined	Female	2012-12-04	2013-06-03	181	115 434
	D-1	Title to be determined	Female	2013-06-04	2013-12-02	181	116 171
Subtotal						**390**	**248 160**
ECLAC	D-1	Director	Male	2012-03-03	2012-11-30	272	150 940
	D-1	Director	Male	2012-12-01	2013-02-28	89	44 703
	D-1	Principal Officer	Male	2012-07-02	2013-01-01	183	77 598
	D-1	Principal Officer	Male	2013-01-02	2013-06-29	178	89 406
	D-1	Principal Officer	Male	2013-06-30	2013-12-31	184	92 420
Subtotal						**906**	**455 067**
EOSG	USG	Deputy Secretary-General	Female	2012-02-01	2012-06-30	150	149 420

Entity	*Level*	*Functional title*	*Gender*	*From*	*To*	*No. of days worked*	*Expenditure (United States dollars)*
	USG	Special Adviser	Male	2012-03-01	2013-02-28	364	313 002
	USG	Special Adviser	Male	2013-03-01	2013-12-31	305	262 268
	D-1	Principal Officer	Male	2012-02-29	2012-07-31	153	106 099
Subtotal						**972**	**830 789**
Field operations	USG	Under-Secretary-General	Male	2012-01-01	2012-03-31	90	66 761
	USG	Under-Secretary-General	Male	2012-04-01	2012-06-30	90	66 761
	USG	Under-Secretary-General	Male	2012-07-01	2012-07-31	30	22 254
	ASG	Assistant Secretary-General	Male	2013-01-13	2013-02-28	46	27 096
	ASG	Coordinator	Male	2012-03-30	2012-06-29	91	82 004
	ASG	Coordinator	Male	2012-06-30	2012-06-30	1	20 501
	ASG	Coordinator	Male	2012-07-01	2012-08-31	61	40 354
	ASG	Special Representative	Male	2012-08-30	2012-12-31	92	82 953
	ASG	Special Representative	Male	2013-03-01	2013-03-12	11	7 286
	ASG	Special Representative of the Secretary-General	Male	2012-01-09	2012-03-08	59	61 659
	ASG	Special Representative of the Secretary-General	Male	2012-03-09	2012-04-08	30	25 324
	ASG	Special Representative of the Secretary-General	Male	2012-04-08	2012-09-07	152	122 470
	ASG	Special Representative of the Secretary-General	Male	2012-07-16	2013-07-15	364	265 796
	ASG	Special Representative of the Secretary-General	Male	2012-08-28	2012-12-31	125	103 733
	ASG	Special Representative of the Secretary-General	Male	2012-09-08	2012-09-30	22	20 389
	ASG	Special Representative of the Secretary-General	Male	2012-10-01	2012-10-12	11	20 389
	ASG	Special Representative of the Secretary-General	Male	2012-10-13	2012-12-31	79	61 168
	ASG	Special Representative of the Secretary-General	Male	2013-01-01	2013-03-31	89	62 865
	D-1	Adviser	Male	2012-10-01	2012-10-24	23	8 798
	D-1	Adviser	Male	2012-10-25	2012-11-24	30	19 054
	D-1	Chief	Male	2012-07-01	2012-08-31	61	33 519
	D-1	Chief	Female	2012-10-16	2013-10-15	328	175 678
	D-1	Civil Affairs Officer	Female	2013-03-03	2013-12-31	303	149 852
	D-1	Director	Male	2012-06-18	2012-06-30	12	16 696
	D-1	Human Rights Adviser	Male	2012-05-01	2012-09-30	152	68 333
	D-1	Political Affairs Officer	Male	2012-11-28	2012-12-27	29	30 650
	D-1	Political Affairs Officer	Male	2013-05-01	2013-06-03	33	31 068
	D-1	Political Affairs Officer	Male	2013-06-04	2013-07-03	29	17 676

Entity	*Level*	*Functional title*	*Gender*	*From*	*To*	*No. of days worked*	*Expenditure (United States dollars)*
	D-1	Principal Officer	Male	2012-01-16	2012-02-15	30	31 875
	D-1	Principal Officer	Male	2012-02-16	2012-03-15	28	31 875
	D-1	Principal Officer	Male	2012-03-16	2012-04-15	30	31 875
	D-1	Principal Officer	Male	2012-04-16	2012-06-30	75	47 813
	D-1	Principal Officer	Male	2013-05-29	2013-07-28	23	12 726
Subtotal						**2 629**	**1 867 251**
OCHA	D-1	Chief of Branch	Female	2012-01-01	2012-02-29	59	35 020
	D-1	Chief of Branch	Female	2012-04-02	2012-06-01	60	35 222
Subtotal						**119**	**70 242**
OSAA	D-2	Director	Male	2012-01-01	2012-08-31	243	158 042
Subtotal						**243**	**158 042**
UNCTAD	D-2	Adviser	Male	2012-01-01	2012-09-30	273	199 804
Subtotal						**273**	**199 804**
UNEP	ASG	Adviser	Male	2012-02-01	2012-02-15	14	21 014
	ASG	Adviser	Male	2012-02-16	2012-04-30	74	63 737
	ASG	Executive Secretary	Male	2012-01-01	2012-01-31	30	20 724
	D-2	Adviser	Male	2012-05-01	2012-05-31	30	20 063
	D-2	Adviser	Male	2012-06-01	2012-06-30	29	19 314
Subtotal						**177**	**144 852**
UN-Habitat	D-1	Adviser	Male	2012-02-05	2012-03-31	55	28 385
	D-1	Adviser	Male	2012-04-01	2012-08-03	124	60 132
	D-1	Adviser	Male	2013-07-10	2013-12-31	174	89 419
	D-1	Head	Male	2012-07-28	2012-11-27	122	74 579
	D-1	Technical Adviser	Male	2012-01-01	2012-03-31	90	44 667
Subtotal						**565**	**297 182**
UNODC	D-1	Coordinator	Male	2012-01-01	2012-12-31	365	208 517
Subtotal						**365**	**208 517**

Entity	*Level*	*Functional title*	*Gender*	*From*	*To*	*No. of days worked*	*Expenditure (United States dollars)*
UNOG	USG	Deputy Chief	Male	2012-03-23	2012-09-22	130	113 799
	USG	Head	Male	2013-11-11	2013-12-31	50	45 726
	D-2	Spokesperson	Male	2012-03-01	2012-08-31	183	138 719
	D-2	Spokesperson	Male	2012-09-01	2012-09-30	29	22 698
Subtotal						**392**	**320 942**
Total						**10 244**	**7 200 188**

Note: For the purposes of the present report, retired staff employed in decision-making positions are defined as those at the D-1 level and above.

Table 3.A

Non-retired former staff, by entity, gender and grade: 2012-2013

(Population: 73 persons)

		No. of staff by grade														
Entity		*USG*	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	*Interpreter*	*Reviser*	*Translator*	*FS-6*	*G-6*	*G-5*	*G-4*	*Consultants*	*Total*
DESA	Female													1	1		2	3
	Male																2	2
Subtotal														**1**	**1**		**4**	**5**
DFS	Female														1			1
	Male																2	2
Subtotal															**1**		**2**	**3**
DGACM	Female										2	6						6
	Male									1		4						5
Subtotal										**1**	**2**	**10**						**11**
DM	Female					1									1			2
	Male	1													1		1	3
Subtotal		**1**				**1**									**2**		**1**	**5**

Entity		No. of staff by grade															
		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Interpreter	Reviser	Translator	FS-6	G-6	G-5	G-4	Consultants	Total
DPA	Female																	
	Male	2																2
Subtotal		**2**																**2**
DPKO	Female														1			1
	Male																1	1
Subtotal															**1**		**1**	**2**
ECA	Female																	
	Male																2	2
Subtotal																	**2**	**2**
ECLAC	Female																1	1
	Male						1		1								4	6
Subtotal							**1**		**1**								**5**	7
ESCWA	Female																	
	Male																1	1
Subtotal																	**1**	**1**
Field operations	Female				1								1					2
	Male	1													1			2
Subtotal		**1**			**1**								**1**		**1**			**4**
OAJ	Female																	
	Male							1										1
Subtotal								**1**										**1**
OCHA	Female														1	1	1	2
	Male																	
Subtotal															**1**	**1**	**1**	**2**

Entity		No. of staff by grade															
		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Interpreter	Reviser	Translator	FS-6	G-6	G-5	G-4	Consultants	Total
ODA	Female																	
	Male																1	1
Subtotal																	**1**	**1**
OHCHR	Female																1	1
	Male																1	1
Subtotal																	**1**	**1**
OHRLLS	Female																	
	Male																1	1
Subtotal																	**1**	**1**
OIOS	Female																	
	Male					1	1										1	3
Subtotal						**1**	**1**										**1**	**3**
OLA	Female													1				1
	Male																	
Subtotal														**1**				**1**
OSAA	Female													1				1
	Male																	
Subtotal														**1**				**1**
UNCTAD	Female																	
	Male							1										1
Subtotal								**1**										**1**
UNEP	Female		1														1	2
	Male				1												4	5
Subtotal			**1**		**1**												**5**	7

Entity		No. of staff by grade																
		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	Interpreter	Reviser	Translator	FS-6	G-6	G-5	G-4	Consultants	Total
UN-Habitat	Female																	
	Male																1	1
Subtotal																	**1**	**1**
UNICRI	Female																	
	Male																1	1
Subtotal																	**1**	**1**
UNODC	Female																	
	Male																1	1
Subtotal																	**1**	**1**
UNOG	Female										1	2					5	8
	Male			1							3	1					3	8
Subtotal				**1**							**4**	**3**					**8**	**16**
UNOV	Female																	
	Male										2	1						2
Subtotal											**2**	**1**						**2**
Total Female		1			1	1			1		**3**	**7**	1	2	4	1	**11**	**28**
Total Male			4	1	1	1	2	2		1	**4**	**6**			1		**23**	**45**
Total		1	4	1	2	2	2	2	1	1	**7**	**13**	1	2	5	1	**34**	**73**

Table 3.B

Staff retained in service beyond the mandatory age of separation, by entity, gender and grade: 2012-2013

(Population: 95 persons)

		No. of staff by grade														
Entity		*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*FS-7*	*FS-6*	*FS-5*	*FS-4*	*G-7*	*G-6*	*G-5*	*G-4*	*LT-1*	*NPO-C*	*Total*
DESA	Female	1															1
	Male																
Subtotal		**1**															**1**
DFS	Female																
	Male		1														1
Subtotal			**1**														**1**
DGACM	Female										1						1
	Male																
Subtotal											**1**						**1**
DM	Female			1	1							2					4
	Male		1	1										1	1		4
Subtotal			**1**	**2**	**1**							**2**		**1**	**1**		**8**
DPA	Female																
	Male	1															1
Subtotal		**1**															**1**
Field operations	Female		3		3	2			4								12
	Male	5	9	12	15	6	1	3	5	5						1	61
Subtotal		**5**	**12**	**12**	**18**	**8**	**1**	**3**	**9**	**5**						**1**	**74**
ICTR	Female			1													1
	Male			1	3	1		1									6
Subtotal				**2**	**3**	**1**		**1**									7

Entity		No. of staff by grade															
		D-2	*D-1*	*P-5*	*P-4*	*P-3*	*FS-7*	*FS-6*	*FS-5*	*FS-4*	*G-7*	*G-6*	*G-5*	*G-4*	*LT-1*	*NPO-C*	*Total*
OCHA	Female																
	Male				1												1
Subtotal					**1**												**1**
UNFIP	Female																
	Male		1														1
Subtotal			**1**														**1**
UNICRI	Female																
	Male	1															1
Subtotal		**1**															**1**
UNODC	Female												1				1
	Male																
Subtotal													**1**				**1**
Total female		**1**	**3**	**2**	**4**	**2**			**4**		**1**	**2**	**1**				**20**
Total male		**7**	**11**	**14**	**19**	**7**	**1**	**4**	**5**	**5**				**1**	**1**	**1**	**75**
Total		**8**	**14**	**16**	**23**	**9**	**1**	**4**	**9**	**5**	**1**	**2**	**1**	**1**	**1**	**1**	**95**

Annex III

Consultants and individual contractors

Table 1.A

Consultants and individual contractors at non-field operations, by nationality: 2012-2013

(Population: 19,315 engagements)

	Consultants				*Individual contractors*				*Total*			
Country of nationality	*No. of persons*	*No. of engagements*	*Days worked*	*Expenditure (United States dollars)*	*No. of persons*	*No. of engagements*	*Days worked*	*Expenditure (United States dollars)*	*No. of persons*	*No. of engagements*	*Days worked*	*Expenditure (United States dollars)*
Afghanistan	29	104	8 375	813 005	2	2	201	28 822	31	106	8 576	841 827
Albania	6	13	1 042	376 876	1	2	260	26 301	6	15	1 302	403 177
Algeria	13	20	1 610	340 458	7	19	866	218 226	19	39	2 476	558 684
Angola	2	2	58	13 000	1	1	11	1 980	3	3	69	14 980
Antigua and Barbuda	7	8	248	47 350					7	8	248	47 350
Argentina	147	230	14 339	3 048 732	61	156	8 422	1 206 024	201	386	22 761	4 254 756
Armenia	13	15	719	113 219	2	6	177	41 658	14	21	896	154 877
Australia	172	282	13 282	4 177 885	23	39	2 308	361 493	186	321	15 590	4 539 378
Austria	46	63	4 475	924 612	51	89	3 947	763 559	95	152	8 422	1 688 171
Azerbaijan	9	12	392	82 571	1	2	194	52 290	10	14	586	134 861
Bahamas	2	2	520	17 500					2	2	520	17 500
Bahrain	8	10	493	142 818					8	10	493	142 818
Bangladesh	54	70	7 569	742 749	1	2	81	17 130	55	72	7 650	759 879
Barbados	8	13	1 239	413 813	2	5	59	14 231	9	18	1 298	428 044
Belarus	14	21	779	213 077	3	11	517	59 332	16	32	1 296	272 409
Belgium	62	100	8 622	2 821 560	19	48	1 588	326 297	77	148	10 210	3 147 857
Belize	3	3	173	36 000					3	3	173	36 000
Benin	13	15	1 066	189 900	2	3	24	4 132	15	18	1 090	194 032
Bhutan	5	8	723	183 025					5	8	723	183 025
Bolivia (Plurinational State of)	32	53	3 454	778 535	5	11	564	114 125	37	64	4 018	892 660

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Bosnia and Herzegovina	6	6	298	55 222					6	6	298	55 222
Botswana	5	7	281	94 500					5	7	281	94 500
Brazil	287	717	44 483	5 257 662	31	75	3 209	614 162	312	792	47 692	5 871 824
Bulgaria	11	17	1 241	304 798	3	6	380	72 271	14	23	1 621	377 069
Burkina Faso	15	18	1 673	364 487	3	6	326	45 093	18	24	1 999	409 580
Burundi	12	16	610	167 070	2	3	166	19 282	14	19	776	186 352
Cabo Verde	2	2	108	44 000					2	2	108	44 000
Cambodia	34	49	4 298	350 709	14	20	2 631	336 818	39	69	6 929	687 527
Cameroon	42	60	5 025	1 195 733	12	31	1 575	141 449	54	91	6 600	1 337 182
Canada	259	364	27 312	9 544 048	72	168	4 990	1 041 077	320	532	32 302	10 585 125
Chad	7	12	1 187	458 233					7	12	1 187	458 233
Chile	203	377	20 561	3 374 126	246	593	25 031	2 306 509	436	970	45 592	5 680 635
China	89	118	11 897	2 980 338	59	140	5 384	550 399	147	258	17 281	3 530 737
Colombia	138	199	13 540	2 606 785	27	50	3 514	506 648	160	249	17 054	3 113 433
Comoros	2	6	617	167 630					2	6	617	167 630
Congo	7	10	668	169 784	3	21	395	87 550	8	31	1 063	257 334
Costa Rica	37	44	2 657	483 288	7	12	472	95 147	44	56	3 129	578 435
Côte d'Ivoire	24	29	2 072	501 666	3	11	307	99 830	26	40	2 379	601 496
Croatia	13	21	1 075	366 619	3	3	138	39 204	16	24	1 213	405 823
Cuba	21	32	3 470	593 378	7	45	1 442	209 283	27	77	4 912	802 661
Cyprus	1	1	16	6 792	2	5	259	60 769	3	6	275	67 561
Czech Republic	17	23	1 236	342 110	3	4	109	23 220	20	27	1 345	365 330
Democratic People's Republic of Korea	2	2	195	41 000	1	2	195	45 000	2	4	390	86 000
Democratic Republic of the Congo	25	29	1 900	648 220	2	2	152	34 000	26	31	2 052	682 220

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Denmark	30	38	2 278	880 079	3	4	342	43 538	33	42	2 620	923 617
Djibouti	1	2	143	57 375					1	2	143	57 375
Dominica	1	1	20	4 000					1	1	20	4 000
Dominican Republic	13	17	1 628	383 331	3	5	395	22 045	15	22	2 023	405 376
Ecuador	49	66	4 263	760 122	9	14	901	133 688	57	80	5 164	893 810
Egypt	74	101	5 811	1 169 282	39	101	4 273	840 883	108	202	10 084	2 010 165
El Salvador	30	42	3 029	376 079	3	3	180	3 500	33	45	3 209	379 579
Equatorial Guinea	1	1	22	9 595					1	1	22	9 595
Eritrea	1	1	22	5 000	1	1	173	20 000	2	2	195	25 000
Estonia	4	7	97	27 160	1	1	9	2 619	5	8	106	29 779
Ethiopia	124	299	19 493	2 083 004	321	1 098	76 930	3 116 683	434	1 397	96 423	5 199 687
Fiji	2	6	265	50 050	3	5	350	90 074	4	11	615	140 124
Finland	18	26	1 252	321 408	10	14	1 014	188 805	26	40	2 266	510 213
France	293	505	37 589	11 035 053	196	651	30 452	5 524 683	458	1 246	68 041	16 559 736
Gabon	3	3	64	22 000					3	3	64	22 000
Gambia	13	17	1 050	327 850	2	5	296	44 914	14	22	1 346	372 764
Georgia	6	7	113	29 150					6	7	113	29 150
Germany	229	364	22 173	6 705 680	46	72	4 037	867 555	270	436	26 210	7 573 235
Ghana	46	61	4 767	1 549 885	8	14	819	255 559	51	75	5 586	1 805 444
Greece	32	41	2 436	582 865	4	13	741	136 817	34	54	3 177	719 682
Grenada	4	4	325	49 100	1	1	65	12 000	5	5	390	61 100
Guatemala	31	59	3 815	1 007 927	8	11	436	45 163	38	70	4 251	1 053 090
Guinea	2	2	65	15 800					2	2	65	15 800
Guyana	7	11	690	202 915	2	8	91	34 937	8	19	781	237 852
Haiti	23	30	3 092	507 109	3	6	345	44 243	26	36	3 437	551 352
Honduras	11	15	1 133	184 032	1	1	130	15 300	12	16	1 263	199 332
Hungary	16	23	1 662	359 029	6	8	561	95 630	22	31	2 223	454 659
Iceland	4	6	285	119 000					4	6	285	119 000

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
India	200	282	23 119	5 727 161	33	43	2 943	526 907	229	325	26 062	6 254 068
Indonesia	43	47	3 108	519 669	5	5	222	40 274	47	52	3 330	559 943
Iran (Islamic Republic of)	20	24	2 190	597 024	3	3	65	12 257	21	27	2 255	609 281
Iraq	36	47	3 892	745 448	3	3	139	17 765	39	50	4 031	763 213
Ireland	55	85	4 729	1 250 431	10	18	934	177 335	64	103	5 663	1 427 766
Israel	8	12	467	152 810	3	4	389	55 234	11	16	856	208 044
Italy	235	399	19 749	5 283 884	77	121	7 002	1 184 057	302	520	26 751	6 467 941
Jamaica	22	26	1 598	240 057	10	15	915	85 043	29	41	2 513	325 100
Japan	60	85	6 301	1 472 937	12	16	710	110 678	67	101	7 011	1 583 615
Jordan	46	54	3 177	679 378	19	51	1 057	210 091	65	105	4 234	889 469
Kazakhstan	15	22	823	220 160	10	14	1 134	140 057	25	36	1 957	360 217
Kenya	278	425	35 174	7 123 996	137	193	16 758	1 432 560	383	618	51 932	8 556 556
Kiribati	1	1	10	1 330					1	1	10	1 330
Kuwait	6	6	426	142 216	1	1	7	1 573	7	7	433	143 789
Kyrgyzstan	20	29	1 300	224 988	5	7	255	37 546	24	36	1 555	262 534
Lao People's Democratic Republic	6	6	247	27 900					6	6	247	27 900
Latvia	5	7	364	158 868	1	1	130	31 428	5	8	494	190 296
Lebanon	98	135	7 718	1 769 117	100	333	7 721	1 053 138	188	468	15 439	2 822 255
Lesotho	4	4	354	152 500					4	4	354	152 500
Liberia	6	8	553	178 500					6	8	553	178 500
Libya	5	5	430	104 735	1	1	130	17 633	5	6	560	122 368
Lithuania	4	5	272	65 867					4	5	272	65 867
Luxembourg	1	2	260	75 600					1	2	260	75 600
Madagascar	5	9	956	159 535	2	11	641	63 252	6	20	1 597	222 787
Malawi	24	28	1 832	511 298	1	1	45	15 000	24	29	1 877	526 298
Malaysia	22	32	1 663	291 273	4	4	368	58 258	26	36	2 031	349 531
Maldives	1	1	130	45 000					1	1	130	45 000

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Mali	11	11	319	144 733	3	12	464	172 318	13	23	783	317 051
Malta	4	5	340	238 203					4	5	340	238 203
Mauritania	11	15	1 445	494 868					11	15	1 445	494 868
Mauritius	14	16	730	204 530	5	16	435	106 128	18	32	1 165	310 658
Mexico	168	248	16 849	3 045 118	49	101	4 010	512 989	207	349	20 859	3 558 107
Mongolia	8	10	850	83 241	7	10	148	38 785	13	20	998	122 026
Montenegro	2	4	278	62 814					2	4	278	62 814
Morocco	41	58	3 928	695 978	20	53	2 137	318 211	57	111	6 065	1 014 189
Mozambique	25	25	828	154 097	4	5	294	22 845	29	30	1 122	176 942
Myanmar	7	8	419	51 500	7	8	471	86 224	14	16	890	137 724
Namibia	4	4	358	38 572	3	7	192	26 463	6	11	550	65 035
Nepal	33	50	2 658	727 203					33	50	2 658	727 203
Netherlands	133	209	14 332	4 676 558	20	34	2 187	320 283	148	243	16 519	4 996 841
New Zealand	31	53	2 776	909 111	4	13	668	93 059	33	66	3 444	1 002 170
Nicaragua	17	23	1 519	247 525	2	2	20	3 534	19	25	1 539	251 059
Niger	16	17	1 438	332 979	4	6	456	23 250	20	23	1 894	356 229
Nigeria	62	92	6 579	1 931 887	8	16	544	112 241	69	108	7 123	2 044 128
Norway	20	26	1 832	622 661	3	4	375	53 675	22	30	2 207	676 336
Oman	1	1	15	1 500					1	1	15	1 500
Pakistan	41	61	4 390	1 108 025	11	20	1 074	284 447	52	81	5 464	1 392 472
Panama	35	50	4 023	896 276	7	9	739	54 650	42	59	4 762	950 926
Papua New Guinea	4	10	486	87 800	2	2	305	36 698	5	12	791	124 498
Paraguay	12	16	1 239	190 190	3	20	576	145 639	14	36	1 815	335 829
Peru	50	76	6 041	1 132 009	6	12	582	96 999	56	88	6 623	1 229 008
Philippines	89	114	8 890	2 034 835	25	48	2 459	533 711	111	162	11 349	2 568 546
Poland	15	25	1 479	335 042	4	6	224	53 023	18	31	1 703	388 065
Portugal	26	33	1 954	644 354	7	23	839	186 976	32	56	2 793	831 330
Republic of Korea	66	80	7 651	1 659 044	25	30	2 651	405 015	89	110	10 302	2 064 059

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Republic of Moldova	13	20	1 314	270 126	2	4	323	31 639	15	24	1 637	301 765
Romania	18	28	2 114	619 629	6	8	721	98 300	23	36	2 835	717 929
Russian Federation	87	121	7 182	2 470 659	60	192	8 773	1 641 376	139	313	15 955	4 112 035
Rwanda	27	31	2 276	402 779	3	8	492	17 413	30	39	2 768	420 192
Saint Kitts and Nevis	4	4	258	53 600					4	4	258	53 600
Saint Lucia	14	23	1 341	453 546	1	1	20	2 400	15	24	1 361	455 946
Saint Vincent and the Grenadines	8	8	369	74 820	1	1	25	1 111	9	9	394	75 931
Samoa	3	3	267	41 000	1	1	130	36 000	4	4	397	77 000
Saudi Arabia	3	5	1 021	419 355					3	5	1 021	419 355
Senegal	63	82	5 389	1 642 525	7	13	409	104 869	69	95	5 798	1 747 394
Serbia	36	57	4 489	721 763	16	31	3 022	275 534	37	88	7 511	997 297
Seychelles	4	4	410	69 000	1	1	7	1 575	5	5	417	70 575
Sierra Leone	5	7	417	140 249	3	3	213	38 514	8	10	630	178 763
Singapore	17	22	1 843	532 397					17	22	1 843	532 397
Slovakia	4	5	475	82 728	6	12	646	93 968	9	17	1 121	176 696
Slovenia	7	9	475	145 344	1	3	337	47 282	8	12	812	192 626
Solomon Islands	2	4	556	77 394					2	4	556	77 394
Somalia	1	1	200	18 288	2	2	282	40 500	3	3	482	58 788
South Africa	84	113	7 087	3 000 630	3	9	159	44 541	86	122	7 246	3 045 171
Spain	137	197	15 090	3 850 673	87	327	14 036	2 301 635	210	524	29 126	6 152 308
Sri Lanka	48	74	4 335	943 276	4	5	259	62 926	52	79	4 594	1 006 202
State of Palestine	15	26	1 291	294 860	6	11	210	29 895	21	37	1 501	324 755
Stateless					3	6	275	39 460	3	6	275	39 460
Sudan	47	63	3 447	1 006 702	6	11	370	70 307	53	74	3 817	1 077 009

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Suriname	1	1	65	10 000	1	1	50	20 000	2	2	115	30 000
Swaziland	1	1	70	12 000					1	1	70	12 000
Sweden	61	86	7 017	1 922 362	7	17	1 054	220 093	67	103	8 071	2 142 455
Switzerland	98	232	8 761	2 575 103	38	102	3 577	711 482	135	334	12 338	3 286 585
Syrian Arab Republic	33	52	2 365	485 877	18	43	1 602	292 639	47	95	3 967	778 516
Tajikistan	19	21	1 308	212 664	2	3	55	6 968	21	24	1 363	219 632
Thailand	72	84	10 889	1 313 557	60	80	5 168	528 284	129	164	16 057	1 841 841
The former Yugoslav Republic of Macedonia	6	9	645	174 195	1	1	7	1 145	7	10	652	175 340
Timor-Leste					2	2	10	4 500	2	2	10	4 500
Togo	13	19	1 465	354 906					13	19	1 465	354 906
Tonga	4	5	150	50 700					4	5	150	50 700
Trinidad and Tobago	23	34	2 799	810 037	13	18	761	82 134	35	52	3 560	892 171
Tunisia	58	133	6 582	1 742 479	10	18	605	123 854	67	151	7 187	1 866 333
Turkey	20	25	1 585	420 122	5	11	847	120 380	25	36	2 432	540 502
Turkmenistan	5	9	293	77 514	1	1	195	32 400	6	10	488	109 914
Tuvalu	1	1	20	9 000					1	1	20	9 000
Uganda	60	95	5 835	1 475 285	6	9	557	73 579	66	104	6 392	1 548 864
Ukraine	20	26	999	240 072	10	17	817	154 514	30	43	1 816	394 586
United Kingdom of Great Britain and Northern Ireland	639	1 026	61 736	21 339 802	146	355	14 216	2 758 259	750	1 381	75 952	24 098 061
United Republic of Tanzania	40	61	3 653	817 828	6	14	1 035	135 405	45	75	4 688	953 233
United States of America	810	1 192	79 590	25 881 955	225	472	24 269	4 365 003	998	1 664	103 859	30 246 958

Country of nationality	Consultants				Individual contractors				Total			
	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)	No. of persons	No. of engagements	Days worked	Expenditure (United States dollars)
Unspecified	5	7	440	65 179	3	11	522	30 502	7	18	962	95 681
Uruguay	51	82	5 524	1 129 673	17	47	1 532	245 475	68	129	7 056	1 375 148
Uzbekistan	11	15	954	119 968	5	9	249	33 289	16	24	1 203	153 257
Vanuatu	1	3	25	5 250	1	1	25	7 000	2	4	50	12 250
Venezuela (Bolivarian Republic of)	14	26	1 545	396 111	7	7	431	89 127	20	33	1 976	485 238
Viet Nam	27	31	1 924	241 058	7	7	142	15 611	33	38	2 066	256 669
Yemen	7	8	397	47 043	3	5	294	34 484	9	13	691	81 527
Zambia	26	27	1 256	346 600	3	4	346	35 525	28	31	1 602	382 125
Zimbabwe	49	73	4 751	1 141 659	12	15	883	180 637	58	88	5 634	1 322 296
Total	**7 958**	**12 465**	**821 957**	**205 840 440**	**2 838**	**6 850**	**345 807**	**45 340 730**	**10 410**	**19 315**	**1 167 764**	**251 181 170**

Table 1.B
Consultants and individual contractors at non-field operations, by occupational group: 2012-2013

(Population: 19,315 engagements)

Occupational group	Consultants		Individual contractors		Total	
	No. of engagements	Percentage of engagements	No. of engagements	Percentage of engagements	No. of engagements	Percentage of engagements
Administration-related	1 073	8.6	1 336	19.5	2 409	12.5
Administrative specialists	2 524	20.2	863	12.6	3 387	17.5
Architects and engineers	159	1.3	13	0.2	172	0.9
Architecture and engineering-related	16	0.1	96	1.4	112	0.6
Archiving, curating, information and library-related	59	0.5	117	1.7	176	0.9
Archivists, curators, information specialists and librarians	13	0.1	84	1.2	97	0.5
Artists	6	0.0	10	0.1	16	0.1
Arts-related	8	0.1	33	0.5	41	0.2
Cultural development specialists	3	0.0			3	0.0
Dental, nutrition, medical, nursing and veterinary specialists	231	1.9	49	0.7	280	1.4

Occupational group	*Consultants*		*Individual contractors*		*Total*	
	No. of engagements	*Percentage of engagements*	*No. of engagements*	*Percentage of engagements*	*No. of engagements*	*Percentage of engagements*
Dentistry, nutrition, medicine, nursing and veterinary science-related			1	0.0	1	0.0
Economics-related	40	0.3	49	0.7	89	0.5
Economists	1 488	11.9	115	1.7	1 603	8.3
Education-related	20	0.2	3	0.0	23	0.1
Education specialists	51	0.4	571	8.3	622	3.2
Electronic communications-related	1	0.0	24	0.4	25	0.1
Electronic communications specialists	4	0.0	5	0.1	9	0.0
Environmental science-related	107	0.9	16	0.2	123	0.6
Environmental specialists	1 028	8.2	85	1.2	1 113	5.8
Finishing			46	0.7	46	0.2
General building maintenance	2	0.0	142	2.1	144	0.7
Jurists	187	1.5	20	0.3	207	1.1
Law-related	161	1.3	10	0.1	171	0.9
Life science-related			3	0.0	3	0.0
Life scientists	59	0.5	6	0.1	65	0.3
Physical science-related	1	0.0	9	0.1	10	0.1
Physical scientists	57	0.5	3	0.0	60	0.3
Printing	16	0.1	9	0.1	25	0.1
Production, service and transport work for which no job family exists	15	0.1	7	0.1	22	0.1
Professional, managerial and technical specialists for which no job family exists	132	1.1	65	0.9	197	1.0
Professional, managerial and technical work	1 648	13.2	110	1.6	1 758	9.1
Relief specialists	8	0.1			8	0.0
Sales and marketing-related			4	0.1	4	0.0
Sales and marketing specialists	3	0.0	1	0.0	4	0.0
Security and safety operations	1	0.0	2	0.0	3	0.0
Social sciences-related	115	0.9	86	1.3	201	1.0
Social scientists	1 431	11.5	201	2.9	1 632	8.4
Statisticians and mathematicians	119	1.0	5	0.1	124	0.6
Statistics and mathematics-related	61	0.5	52	0.8	113	0.6
Storing and warehousing			1	0.0	1	0.0

Occupational group	Consultants		Individual contractors		Total	
	No. of engagements	Percentage of engagements	No. of engagements	Percentage of engagements	No. of engagements	Percentage of engagements
Support work for which no job family exists	27	0.2	169	2.5	196	1.0
Support work related to professional, managerial and technical occupations	595	4.8	212	3.1	807	4.2
Transport	3	0.0	9	0.1	12	0.1
Transportation-related	35	0.3	21	0.3	56	0.3
Transportation specialists	5	0.0	20	0.3	25	0.1
Unspecified	336	2.7	55	0.8	391	2.0
Writers, translators and interpreters	380	3.0	1 566	22.9	1 946	10.1
Writing, translation and interpretation-related	237	1.9	546	8.0	783	4.1
Total	**12 465**	**100.0**	**6 850**	**100.0**	**19 315**	**100.0**

Table 2.A
Consultants and individual contractors at non-field operations, by entity: 2012-2013

(Population: 10,410 persons)

Entity	Consultants			Individual contractors			Total		
	No. of persons	No. of females engaged	No. of days worked	No. of persons	No. of females engaged	No. of days worked	No. of persons	No. of females engaged	No. of days worked
CTED				9	7	120	9	7	120
DESA	494	166	32 454	131	66	11 515	598	222	43 969
DFS	42	10	5 402	2	1	93	44	11	5 495
DGACM	8	4	365	5	1	534	13	5	899
DM	281	122	45 998	85	51	17 311	360	169	63 309
DPA	217	65	60 234	22	15	1 851	233	75	62 085
DPI	7	1	214	152	78	12 298	159	79	12 512
DPKO	113	36	6 791	11	7	410	123	43	7 201
DSS	6	1	717				6	1	717
ECA	640	154	65 928	433	189	89 474	1 046	333	155 402
ECE	240	59	13 873	58	30	3 870	289	83	17 743
ECLAC	759	282	68 852	437	266	43 383	1 166	531	112 235
EOSG	14	8	938	9	6	262	23	14	1 200

Entity	Consultants			Individual contractors			Total		
	No. of persons	*No. of females engaged*	*No. of days worked*	*No. of persons*	*No. of females engaged*	*No. of days worked*	*No. of persons*	*No. of females engaged*	*No. of days worked*
ESCAP	536	150	39 841	178	95	11 438	692	235	51 279
ESCWA	261	77	16 636	149	106	9 001	398	177	25 637
ETHICS	5	3	558	6	4	30	11	7	588
INTERORG	8	3	305	3	1	90	10	4	395
OAJ	10	4	260	1	1	22	11	5	282
OCHA	300	105	30 204	101	51	11 085	391	150	41 289
ODA	30	13	5 622	6	5	141	34	16	5 763
OHCHR	199	103	15 631	96	61	7 340	282	157	22 971
OHRLLS	7		391	6	2	554	13	2	945
OIOS	74	30	3 729	1	1	68	74	30	3 797
OLA	45	10	1 889	4	1	184	49	11	2 073
OSAA	3		128	2		220	5		348
OSRSGCAAC	5	2	151				5	2	151
ROL	3	1	614				3	1	614
UNCC	4	3	338	3		167	7	3	505
UNCTAD	567	138	42 765	168	83	13 114	715	216	55 879
UNEP	1 677	694	177 771	241	143	18 906	1 856	799	196 677
UNFIP	12	5	2 191				12	5	2 191
UN-Habitat	996	399	130 424	61	32	9 707	1 022	412	140 131
UNICRI	149	54	4 490	63	43	5 318	211	96	9 808
UNODC	339	103	29 646	79	52	9 710	396	144	39 356
UNOG	109	55	9 320	249	123	52 102	357	177	61 422
UNOMS	15	11	502	12	7	62	27	18	564
UNON	50	23	5 094	84	41	10 164	105	51	15 258
UNOSDP	4	3	563	6	4	1 006	6	4	1 569
UNOV	16	5	1 128	59	41	4 257	75	46	5 385
Total	**7 958**	**2 810**	**821 957**	**2 838**	**1 564**	**345 807**	**10 410**	**4 182**	**1 167 764**

Table 2.B

Consultants and individual contractors at non-field operations, by entity and expenditure: 2012-2013

(Population: 19,315 engagements)

(United States dollars)

	Consultants			*Individual contractors*			*Total*		
Entity	*Expenditure (RB)*	*Expenditure (Other)*	*Total expenditure*	*Expenditure (RB)*	*Expenditure (Other)*	*Total expenditure*	*Expenditure (RB)*	*Expenditure (Other)*	*Total expenditure*
CTED				25 375		25 375	25 375		25 375
DESA	1 649 215	8 592 727	10 241 942	1 208 089	1 448 615	2 656 704	2 857 304	10 041 342	12 898 646
DFS	2 027 933	115 370	2 143 303		27 900	27 900	2 027 933	143 270	2 171 203
DGACM	130 140	39 825	169 965	177 648	3 500	181 148	307 788	43 325	351 113
DM	3 127 888	9 320 009	12 447 897	943 064	853 835	1 796 899	4 070 952	10 173 844	14 244 796
DPA	17 518 767	3 181 717	20 700 484	313 391		313 391	17 832 158	3 181 717	21 013 875
DPI	28 005	74 775	102 780	1 806 630	286 489	2 093 119	1 834 635	361 264	2 195 899
DPKO		2 888 433	2 888 433		91 645	91 645		2 980 078	2 980 078
DSS		221 093	221 093					221 093	221 093
ECA	2 824 494	9 711 389	12 535 883	3 307 526	1 461 085	4 768 611	6 132 020	11 172 474	17 304 494
ECE	448 585	2 679 597	3 128 182	38 511	561 432	599 943	487 096	3 241 029	3 728 125
ECLAC	1 857 385	8 284 024	10 141 409	2 194 894	1 937 792	4 132 686	4 052 279	10 221 816	14 274 095
EOSG	19 616	349 715	369 331	37 030	20 380	57 410	56 646	370 095	426 741
ESCAP	2 364 635	5 214 827	7 579 462	400 473	1 191 505	1 591 978	2 765 108	6 406 332	9 171 440
ESCWA	1 263 228	1 398 537	2 661 765	638 042	542 974	1 181 016	1 901 270	1 941 511	3 842 781
ETHICS	30 000	184 706	214 706	6 348		6 348	36 348	184 706	221 054
INTERORG		124 176	124 176		34 070	34 070		158 246	158 246
OAJ	80 816	15 577	96 393	5 000		5 000	85 816	15 577	101 393
OCHA	145 468	9 010 330	9 155 798	90 410	1 954 727	2 045 137	235 878	10 965 057	11 200 935
ODA	2 620 144	343 467	2 963 611	30 119		30 119	2 650 263	343 467	2 993 730
OHCHR	1 535 254	2 941 033	4 476 287	300 627	1 344 546	1 645 173	1 835 881	4 285 579	6 121 460
OHRLLS	92 000	50 000	142 000	185 190		185 190	277 190	50 000	327 190
OIOS	637 930	952 260	1 590 190		28 500	28 500	637 930	980 760	1 618 690
OLA	84 746	578 483	663 229	20 750	10 225	30 975	105 496	588 708	694 204
OSAA	37 000		37 000	58 000		58 000	95 000		95 000
OSRSGCAAC	41 172	7 500	48 672				41 172	7 500	48 672

Entity	Consultants			Individual contractors			Total		
	Expenditure (RB)	*Expenditure (Other)*	*Total expenditure*	*Expenditure (RB)*	*Expenditure (Other)*	*Total expenditure*	*Expenditure (RB)*	*Expenditure (Other)*	*Total expenditure*
ROL		30 200	30 200					30 200	30 200
UNCC		89 745	89 745		44 781	44 781		134 526	134 526
UNCTAD	806 868	10 928 257	11 735 125	465 310	2 689 690	3 155 000	1 272 178	13 617 947	14 890 125
UNEP	119 259	48 285 930	48 405 189	4 665	3 277 753	3 282 418	123 924	51 563 683	51 687 607
UNFIP		510 512	510 512					510 512	510 512
UN-Habitat	144 765	26 059 278	26 204 043	16 874	1 090 241	1 107 115	161 639	27 149 519	27 311 158
UNICRI		1 257 902	1 257 902		727 567	727 567		1 985 469	1 985 469
UNODC	672 913	8 563 840	9 236 753	119 590	1 667 153	1 786 743	792 503	10 230 993	11 023 496
UNOG	200 265	1 736 731	1 936 996	8 461 336	1 302 213	9 763 549	8 661 601	3 038 944	11 700 545
UNOMS	143 675	144 795	288 470	12 920		12 920	156 595	144 795	301 390
UNON	86 184	783 915	870 099	16 070	764 342	780 412	102 254	1 548 257	1 650 511
UNOSDP		162 000	162 000		217 000	217 000		379 000	379 000
UNOV	1 899	267 516	269 415	664 753	212 135	876 888	666 652	479 651	1 146 303
Total	**40 740 249**	**165 100 191**	**205 840 440**	**21 548 635**	**23 792 095**	**45 340 730**	**62 288 884**	**188 892 286**	**251 181 170**

Abbreviations: RB: regular budget; Other: extrabudgetary and peacekeeping operations.

Table 2.C

Consultants hired for a period of more than one year[a] at non-field operations, by entity and occupational group: 2012-2013

(Population: 285 persons)

Entity	*Occupational group*	*No. of consultants*	*Days worked*	*Expenditure (United States dollars)*
DESA	Administration-related	2	875	257 150
	Jurists	1	448	52 500
	Law-related	1	262	53 200
Subtotal		**4**	**1 585**	**362 850**
DM	Administration-related	1	303	75 600
	Administrative specialists	24	10 681	1 661 437
	Archiving, curating, information and library-related	3	1 450	543 494
	Dental, nutrition, medical, nursing and veterinary specialists	2	1 040	7 400
	Professional, managerial and technical work	2	866	315 007
	Unspecified	20	10 926	3 389 416
	Writing, translation and interpretation-related	1	520	24 024
Subtotal		**53**	**25 786**	**6 016 378**
DPA	Professional, managerial and technical work	88	32 833	9 900 234
Subtotal		**88**	**32 833**	**9 900 234**
DPKO	Professional, managerial and technical work	3	1 096	581 590
Subtotal		**3**	**1 096**	**581 590**
DSS	Administrative specialists	1	520	132 000
Subtotal		**1**	**520**	**132 000**
ECE	Architects and engineers	1	520	3 601
	Support work related to professional, managerial and technical occupations	3	1 153	167 200
Subtotal		**4**	**1 673**	**170 801**
ECLAC	Economists	4	2 644	148 000
Subtotal		**4**	**2 644**	**148 000**
ESCAP	Administration-related	2	910	118 350
	Administrative specialists	5	1 906	280 488
	Economics-related	1	291	36 365
	Economists	2	910	161 800
	Environmental specialists	7	2 968	544 000
	Professional, managerial and technical work	2	585	71 480

Entity	*Occupational group*	*No. of consultants*	*Days worked*	*Expenditure (United States dollars)*
	Social sciences-related	2	628	97 000
	Social scientists	4	1 160	28 000
	Statistics and mathematics-related	1	520	56 764
Subtotal		**26**	**9 878**	**1 394 247**
ESCWA	Administrative specialists	5	1 518	144 300
	Social scientists	1	498	41 125
Subtotal		**6**	**2 016**	**185 425**
OCHA	Administrative specialists	9	3 337	968 567
Subtotal		**9**	**3 337**	**968 567**
OIOS	Professional, managerial and technical work	1	263	86 790
Subtotal		**1**	**263**	**86 790**
OLA	Education specialists	1	477	112 495
	Jurists	1	399	249 375
Subtotal		**2**	**876**	**361 870**
ROL	Administration-related	1	520	4 200
Subtotal		**1**	**520**	**4 200**
UNEP	Administration-related	1	303	106 400
	Administrative specialists	12	4 596	873 790
	Economists	1	325	120 000
	Education-related	1	303	70 000
	Environmental science-related	6	2 578	484 548
	Environmental specialists	16	4 961	1 387 597
	Professional, managerial and technical work	7	2 795	439 659
	Social scientists	6	2 145	96 000
	Writers, translators and interpreters	4	1 212	202 000
Subtotal		**54**	**19 218**	**3 779 994**
UNFIP	Administrative specialists	1	433	140 000
	Professional, managerial and technical work	1	477	129 000
	Unspecified	1	520	2
Subtotal		**3**	**1 430**	**269 002**
UN-Habitat	Administrative specialists	5	2 600	239 912
	Architects and engineers	1	261	53 000
	Professional, managerial and technical specialists for which no job family exists	1	390	84 000
	Professional, managerial and technical work	22	10 335	1 223 183

Entity	*Occupational group*	*No. of consultants*	*Days worked*	*Expenditure (United States dollars)*
	Social scientists	10	3 436	807 150
Subtotal		**39**	**17 022**	**2 407 245**
UNODC	Administrative specialists	1	325	43 592
	Social scientists	5	1 472	321 172
Subtotal		**6**	**1 797**	**364 764**
UNOV	Administration-related	1	347	59 900
Total		**285**	**122 841**	**27 193 857**

[a] Includes engagements of more than one year where a year is defined as 260 working days.

Table 3.A

Deployment of members of the United Nations Disaster Assessment and Coordination Team with special service agreement contracts, by nationality: 2012-2013

(Population: 50 engagements)

	No. of contracts			*Average duration per contract (days)*		
Country of nationality	*Female*	*Male*	*Total*	*Female*	*Male*	*Total*
Argentina	1	1	2	14	14	14
Australia	1	2	3	32	32	32
Austria		1	1		13	13
Brazil	1		1	5		5
Canada		2	2		26	26
China		1	1		32	32
Costa Rica		1	1		5	5
Denmark		3	3		21	21
Ecuador	2		2	14		14
Fiji		1	1		16	16
France		3	3		13	13
Gambia		1	1		10	10
Germany		3	3		18	18
Honduras	1		1	14		14
Japan		3	3		27	27
Liberia	1		1	22		22
Mali		1	1		12	12
Mexico	1		1	14		14
Netherlands		2	2		22	22
New Zealand	1	1	2	32	20	26
Republic of Korea		1	1		32	32
Senegal		1	1		12	12
Singapore		1	1		20	20
Sweden	1		1	13		13
Switzerland		2	2		23	23
Thailand		1	1		20	20
Trinidad and Tobago		1	1		32	32

Country of nationality	No. of contracts			Average duration per contract (days)		
	Female	Male	Total	Female	Male	Total
Tunisia		1	1		12	12
United Kingdom of Great Britain and Northern Ireland		2	2		17	17
United States of America		3	3		26	26
Uruguay	1		1	14		14
Total	**11**	**39**	**50**	**17**	**21**	**19**

Table 3.B

Deployment of members of the United Nations Disaster Assessment and Coordination Team with special service agreement contracts, by emergency: 2012-2013

(Population: 50 engagements)

Emergency	No. of contracts			Average duration per contract (days)		
	Female	Male	Total	Female	Male	Total
Comoros: floods		6	6		12	12
Congo: ammunition depot explosions		2	2		14	14
El Salvador: disaster response preparedness follow-up	1	1	2	5	5	5
Guatemala: earthquake	4	1	5	14	14	14
Kenya: Kenyatta International Airport fire		3	3		10	10
Marshall Islands: drought		2	2		16	16
Nigeria: European Union civil protection team response preparedness mission		1	1		11	11
Nigeria: floods	1	1	2	22	22	22
Nigeria: OCHA/National Emergency Management Agency capacity assessment mission	1	2	3	13	13	13
Paraguay: floods	2	1	3	14	14	14
Philippines: Tropical Cyclone Haiyan	2	14	16	32	32	32
Philippines: Typhoon Bopha		5	5		20	20
Total	**11**	**39**	**50**	**17**	**21**	**19**

Table 4.A

Engagement of locally recruited consultants and individual contractors at field operations: 2012-2013

(Population: 21,340 engagements)

	Consultants			*Individual contractor*			
Field operation	*Female*	*Male*	*Subtotal*	*Female*	*Male*	*Subtotal*	*Total*
BINUCA	1	1	2	2	59	61	63
BNUB	23	54	77	19	61	80	157
CNMC		1	1	4	26	30	31
MINURSO				2	48	50	50
MINUSMA		1	1	32	210	242	243
MINUSTAH	8	9	17	246	1 303	1 549	1 566
MONUSCO				370	2 788	3 158	3 158
OSESSS					2	2	2
UNAMA	1	3	4	2	57	59	63
UNAMI		2	2	18	21	39	41
UNAMID	8	7	15	2 027	5 086	7 113	7 128
UNDOF				17	113	130	130
UNFICYP	13	48	61	12	13	25	86
UNIFIL		1	1		187	187	188
UNIOGBIS	1	14	15	11	37	48	63
UNIPSIL		4	4	20	69	89	93
UNISFA	1	3	4	121	652	773	777
UNLB	52	98	150	29	93	122	272
UNMIK	2	6	8	3	53	56	64
UNMIL		3	3	45	458	503	506
UNMISS				920	4 420	5 340	5 340
UNMOGIP				2	8	10	10
UNOAU				10	35	45	45
UNOCA					25	25	25
UNOCI				40	665	705	705
UNOWA	6	5	11	9	32	41	52
UNPOS	13	28	41	2	7	9	50

	Consultants			Individual contractor			
Field operation	Female	Male	Subtotal	Female	Male	Subtotal	Total
UNSCO	1		1	5	18	23	24
UNSCOL	2		2	1	9	10	12
UNSMIL	10	30	40	15	77	92	132
UNSOA	13	55	68	29	111	140	208
UNSOM	1		1		20	20	21
UNTSO		5	5	8	22	30	35
Total	**156**	**378**	**534**	**4 021**	**16 785**	**20 806**	**21 340**

Table 4.B

Engagement of locally recruited consultants and individual contractors at field operations, by nationality: 2012-2013

(Population: 21,340 engagements)

	Consultants			Individual contractors			
Country of nationality	Female	Male	Subtotal	Female	Male	Subtotal	Total
Afghanistan		2	2	2	55	57	59
Algeria					1	1	1
Argentina	2	4	6				6
Australia		3	3				3
Austria		1	1		1	1	2
Belgium	2	3	5				5
Benin					4	4	4
Bosnia and Herzegovina		1	1		1	1	2
Burkina Faso					2	2	2
Burundi	23	64	87	19	61	80	167
Cameroon					25	25	25
Canada	6	12	18	1	3	4	22
Central African Republic	1		1	2	59	61	62
Chile	1	2	3				3
Colombia		2	2				2
Comoros					2	2	2

Country of nationality	Consultants			Individual contractors			Total
	Female	Male	Subtotal	Female	Male	Subtotal	
Côte d'Ivoire	1	1	2	39	658	697	699
Croatia				1		1	1
Cyprus	13	13	26	10	13	23	49
Democratic Republic of the Congo	2		2	370	2 789	3 159	3 161
Denmark	5	1	6				6
Djibouti					2	2	2
Dominican Republic		2	2	3	5	8	10
Egypt	7	6	13		3	3	16
Ethiopia		4	4	24	92	116	120
Finland		1	1				1
France	7	15	22	1		1	23
Gabon					13	13	13
Gambia	1	1	2	3	2	5	7
Germany	2	3	5				5
Ghana					2	2	2
Guatemala					1	1	1
Guinea				1		1	1
Guinea-Bissau	1	14	15	11	37	48	63
Guyana				1		1	1
Haiti				243	1 298	1 541	1 541
Hungary	7	11	18				18
India	1	7	8		2	2	10
Iran (Islamic Republic of)					2	2	2
Iraq		2	2	3	17	20	22
Ireland		2	2				2
Israel	1	2	3	17	23	40	43
Italy	14	37	51	23	84	107	158
Jordan	2	2	4	11	17	28	32
Kenya	3	15	18	25	106	131	149
Kuwait					1	1	1
Lebanon	1	8	9	1	195	199	208

Country of nationality	Consultants			Individual contractors			Total
	Female	Male	Subtotal	Female	Male	Subtotal	
Liberia		2	2	45	459	504	506
Libya		1	1	12	70	82	83
Mali				32	213	245	245
Mauritania		1	1		1	1	2
Morocco	1		1	4	50	54	55
Nepal		2	2		2	2	4
Netherlands	1	4	5		1	1	6
New Zealand		1	1				1
Niger	1		1		2	2	3
Nigeria				1	8	9	9
Norway		1	1				1
Pakistan				2	8	10	10
Philippines				14		14	14
Poland		1	1	1		1	2
Portugal	7	5	12				12
Romania		7	7		1	1	8
Russian Federation					1	1	1
Rwanda				1		1	1
Senegal	4	6	10	12	34	46	56
Serbia				4	52	56	56
Sierra Leone	1	3	4	20	71	91	95
Slovenia				1		1	1
Somalia		1	1	2	24	26	27
South Africa	1		1				1
South Sudan		2	2	1 000	4 800	5 800	5 802
Spain	6	21	27	3	8	11	38
Sri Lanka					1	1	1
State of Palestine	3	2	5	1	20	21	26
Sudan	5	1	6	2 044	5 274	7 318	7 324
Sweden		2	2				2
Switzerland		1	1				1

Country of nationality	Consultants			Individual contractors			Total
	Female	Male	Subtotal	Female	Male	Subtotal	
Syrian Arab Republic				4	91	95	95
Timor-Leste				1		1	1
Togo					2	2	2
Tunisia					2	2	2
Uganda	1	7	8		1	1	9
Ukraine		1	1		1	1	2
United Kingdom of Great Britain and Northern Ireland	10	49	59	2		2	61
United Republic of Tanzania					4	4	4
United States of America	10	16	26	4	4	8	34
Uruguay					1	1	1
Zimbabwe	2		2				2
Total	**156**	**378**	**534**	**4 021**	**16 785**	**20 806**	**21 340**

Table 5
Institutional contractors, by entity: 2012-2013

(Population: 156)

Entity	*No. of contractors*	*No. of days worked*	*No. of contracts*	*Expenditure (United States dollars)*
DESA	4	491	5	798 969
DM	4	770	5	299 573
DPA	2	57	3	104 400
ECA	35	2 998	73	1 735 015
ECLAC	7	1 428	8	631 758
ESCAP	11	2 353	17	279 308
ESCWA	4	787	5	63 776
OCHA	1	23	1	28 151
UNEP	58	5 760	91	2 282 387
UN-Habitat	29	1 872	51	1 138 295
UNOG	1	39	1	30 000
Total	**156**	**16 578**	**260**	**7 391 633**

Note: Data include institutional contractor agreements with institutions or corporations for the provision of outside expertise or professional services as recorded in IMIS; they exclude purchase orders with institutions or corporations. The number of contracts (260) is higher than the number of contractors (156), since one contractor can be engaged under various contracts during a reporting period.